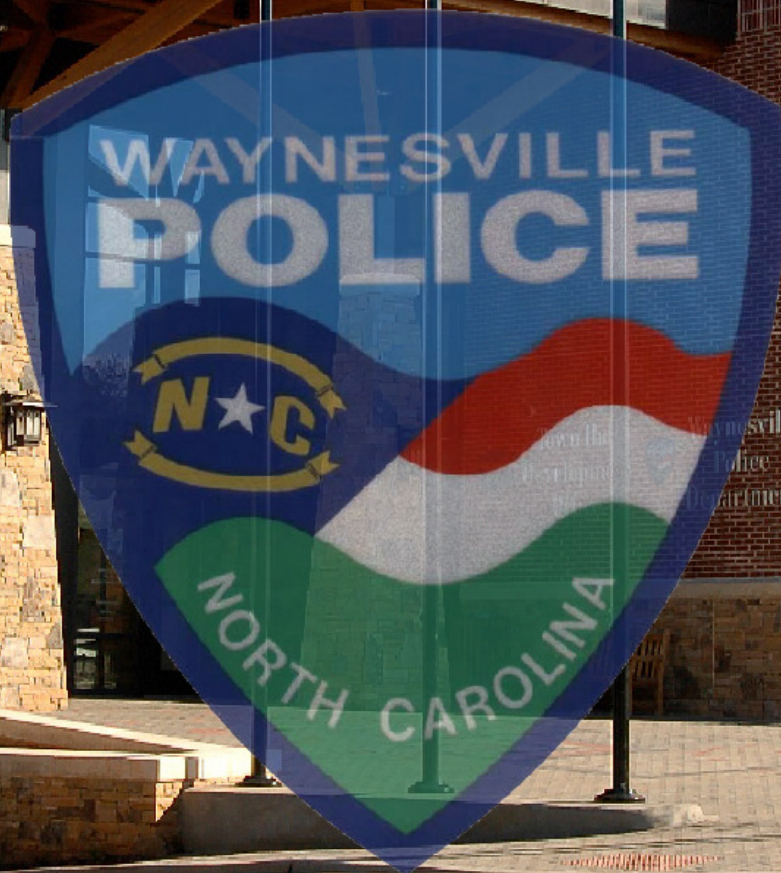


WAYNESVILLE POLICE DEPARTMENT



ANNUAL REPORT 2015

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Message from the Chief

On behalf of the men and women of the Waynesville Police Department, I am pleased to once again present our Annual Report. As we reflect upon another successful year, we would like to extend our thanks and appreciation to the Mayor, the Board of Aldermen, the Town Manager, Department Heads, and the citizens of Waynesville for your continued support of our agency. The purpose of the Annual Report is to provide you with information concerning your Police Department with respect to its mission, organization, and achievements made during the 2015 calendar year.

The members of the department have worked very hard to reduce crime and the fear of crime in our community. We have initiated intensive plans in several of our neighborhoods to combat issues surrounding repeated criminal activity. This activity destroys our neighborhoods and communities and generates a sense of fear for our residents. The department has opened several Nuisance Abatement cases targeting these locations and has developed a reporting and tracking system with the goal of finding long term solutions and positive results in those specific areas.

The Repeat Offender Program focuses on identifying subjects who have repeatedly been arrested, and by their behavior, continually victimize our community. This program was designed to create communication between all divisions in the Police Department and the District Attorney's Office, as well as a way to share Intelligence and information in regards to these offenders.

We also continue to work hard in combatting the scourge of drug abuse. We are not only actively enforcing the law against those who sell drugs in our community, but we remain proactive in working with our elected officials to draft effective legislation to assist in combatting this epidemic.

The successes we have made are directly attributable to the professionalism and dedication of the men and women of this department. As Chief, I get to see the work of our Officers and employees on a daily basis. It is unfortunate that it usually takes something as serious as a 9-1-1 call for many members of our community to meet our Officers. Through outreach programs such as our Citizen Police Academy, our Community Forum, and numerous community education programs, the public and the police are able to meet and work in a more relaxed environment. Programs such as these give the public and our employees the opportunities to gain a better understanding of each other and to share their perspectives.

I hope that you find our Annual Report informative and that it gives you some insight into the quality of work that I am privileged to witness our employees performing every day.

Citizens are always welcome to contact the Police Department at 456-5363, or my office at 456-8611, if you would like additional information concerning our programs and activities. Once again, we would like to thank you for your support of our agency.

Respectfully Submitted,

William H. Hollingsed
Chief of Police



Waynesville Police Department

Mission Statement

"Our mission is to provide a safe environment for all citizens through the collective contributions of the community. Pride and integrity reflect our dedication to community values".

Vision

The purpose of a vision is to give direction for all members of the Waynesville Police Department, and provide understanding for our community. Our vision of the future for the Waynesville Police Department is extremely positive.

We envision a law enforcement agency highly professional in all its actions, an agency that is considered both a leader in law enforcement and a positive model of our profession.

We envision an agency cooperating closely with all levels of law enforcement agencies, and all entities of Town and other governments, by sharing our talents and resources.

We envision the Waynesville Police Department as being staffed by highly competent, motivated, trained, educated members, equipped to meet the goals and objectives of our agency and the needs of our community.

Waynesville Police Department

Statement of Values

The Waynesville Police Department holds forth professional integrity as our most fundamental value. Professional integrity includes:

Personal Integrity

We have personal integrity. We are committed to the highest professional and ethical standards. We are truthful and sincere. We believe that integrity is the foundation for trust in the community.

Professionalism

We are professional. We are dedicated to providing quality service by being progressive, well trained, disciplined, and highly motivated employees. We will strive to actively obtain public input in the development of our policies and programs. We serve as role models for the community by projecting a positive image with a spirit of cooperation and teamwork.

Respect

We are respectful. We are committed to protecting and preserving the rights of individuals as guaranteed by the Constitution. We treat everyone with dignity, understanding, and compassion in a way we want to be treated.

Fairness

We are fair. We deliver consistent service to all those in our community through understanding and non-prejudicial judgment. We are equally responsive to the needs of all people.

Loyalty

We are loyal. We are principled, accountable, and supportive. We support the mission, vision, and values of the Waynesville Police Department.

Law Enforcement Oath of Honor

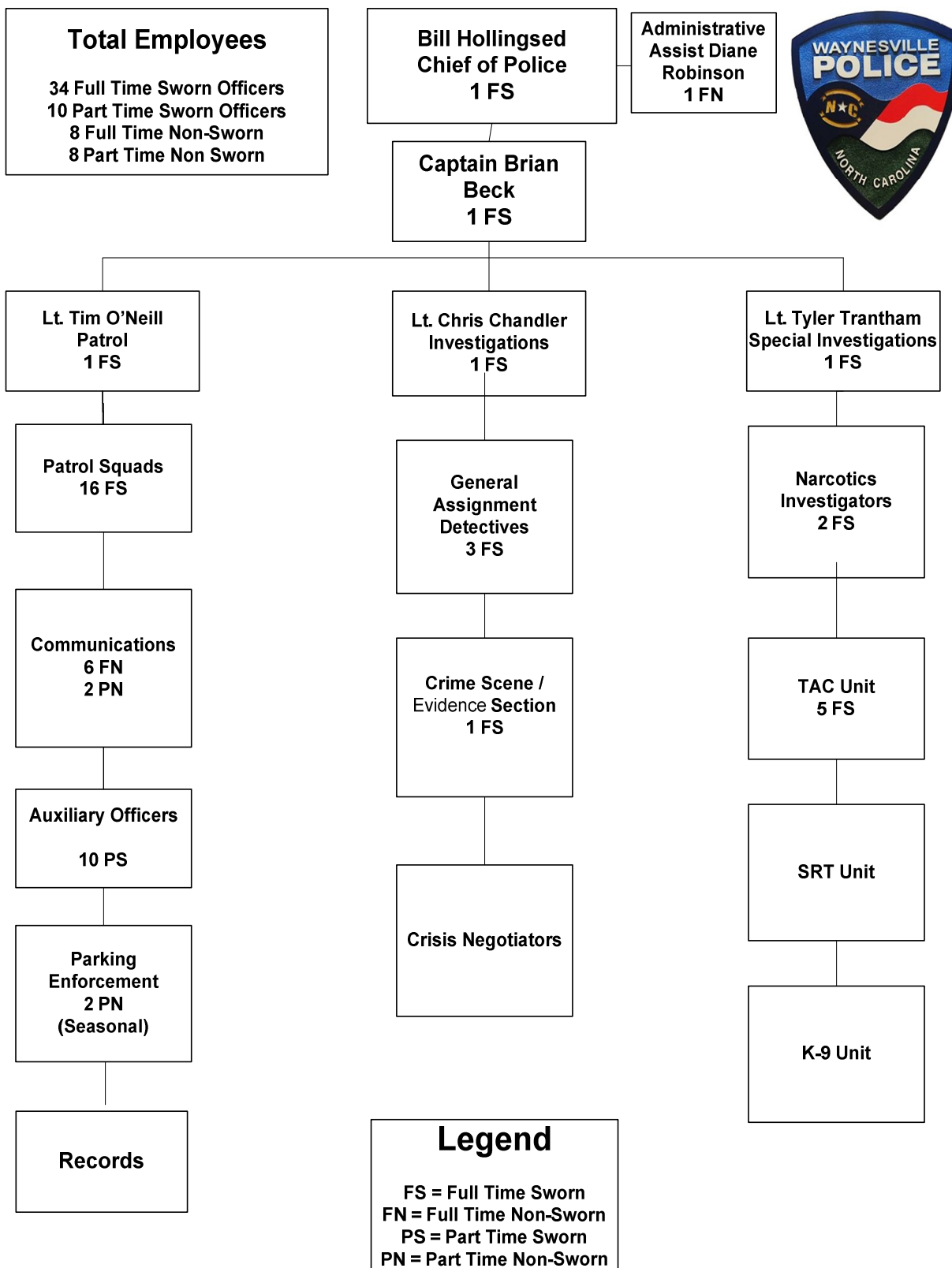
*On my honor, I will never
betray my badge, my integrity,
my character or the public trust.*

*I will always have the courage to hold
myself and others accountable for our actions.*

*I will always uphold the constitution,
my community and the agency I serve*



WAYNESVILLE POLICE DEPARTMENT ORGANIZATIONAL CHART



Strategic Plan 2016

The purpose of organizational goals and objectives is to ensure the direction and unity of purpose within the Waynesville Police Department and to provide a basis for measuring our progress.

Goal Statement I: The Waynesville Police Department recognizes our role as one of the most significant contributors to the "Quality of Life" for the residents, business owners, and visitors of the Town of Waynesville in our confrontation of crime in the community. We dedicate our efforts to reducing crime and the fear of crime throughout our community.

Action Items	Description	Timeline
1.A	Continue to promote the philosophy of Community Oriented Policing within our own organization by encouraging all personnel to participate in COP training and by requiring each patrol squad to identify and address a "quality of life" issue within our community on an annual basis.	Immediate and On-going
1.B	Coordinate patrol in conducting the Selective Traffic Enforcement Program (STEP) for 30 or more hours per month.	Immediate and On-going
1.C	Positively impact the perception of fear in our neighborhoods and business areas through enhanced interaction and communication between the citizens of our community and W.P.D. Officers by means of increased foot and bicycle patrols.	Immediate and On-going
1.D	Obtain an additional officer on each squad in order to reduce response times and to more effectively decrease crime and the fear of crime in our community.	Immediate
1.E	Conduct traffic studies and speed recommendations on critical intersections and roadways in order to increase vehicular and pedestrian safety throughout Waynesville through the use of Stealth Stat and S.T.E.P.	Immediate and On-going
1.F	Continue development and participation in Inter-Agency Traffic Enforcement Program (Waynesville, Canton, Haywood County Sheriff, Maggie Valley, NC SHP, and NC DMV) in order to increase safety on all major thoroughfares.	Immediate and On-going
1.H	Increase the enforcement, community education, and departmental resources associated with the pervasive problem of DWI by working closely with MADD, the National Highway Traffic Safety Administration and the Governor's Highway Safety Administration.	Immediate and On-going
1.I	Continually up-date the citizens on the social network on crime concerns, weather and traffic issues.	On-going

1.J	We will work to reduce property crimes through community education, neighborhood watch implementation, crime prevention, analyzing and identifying types and locations of larcenies, and conducting inter-agency task force meetings.	Immediate
1.K	Work closely with town Code Enforcement Officers to address quality of life issues and code violations through various methods including nuisance abatement.	Immediate and On-going
1.L	The TAC Unit will continue to concentrate on problem areas and formulate SARA Models on each concern in order resolve ongoing issues and complaints.	On-going
1.M	Continue to identify problems, concerns, and issues with the Community Forum.	On-going

Goal Statement II: The Waynesville Police Department establishes as one of it's' priorities, a concern for the youth of this community, as well as the impact of juvenile crime throughout Haywood County

Action Items	Description	Timeline
2.A	Address the emerging youth gang issues through parent education, awareness programs involving teachers and faculty, community seminars, and the L.A.W. publications.	Immediate and On-going
2.B	Increase youth gang awareness in agency personnel through in-service training and specific training schools and seminars.	Immediate
2.C	Continue to expand our working relationship with the Haywood County Schools through increasing communication between our DARE and School Resource Officers with school officials in order to utilize these officers in the most effective manner possible.	Immediate and On-going
2.D	Actively increase participation by our youth in the Explorer Unit and to increase participation with our officers in the unit.	Immediate
2.E	Effectively monitor area businesses to combat the sale of alcohol to minors and to conduct sting operations when necessary.	Immediate and On-going
2.F	Continually monitor locations where Synthetic Drugs might be sold and work to eliminate these drugs through community education and effective legislation.	Immediate
2.G	Continue to serve on boards that directly serve the needs of the youth throughout Haywood County. (i.e.: Juvenile Crime Prevention Council, Youth Services Advisory Council, Child Fatality Protection Team, KARE Multi-Disciplinary Team, etc.).	Immediate and On-going
2.H	Actively work with state legislators in order to enact new laws concerning child welfare and safety issues.	Immediate and On-going
2.I	Develop and Implement a Drug Awareness Curriculum for Middle and High School Aged Students. Work with the Haywood County School System to initiate program in the schools.	Immediate
2.J	Provide education and awareness in the area of Prescription Drug Abuse beginning in the DARE Program through High School.	Immediate and On-going
2.K	Implement the Drug Free School Zones program with the cooperation of the Haywood County Schools, the District Attorney's Office and other local law enforcement agencies.	Immediate

Goal Statement III: The Waynesville Police Department is committed to enhancing the preparation and utilization of technology within the agency in order to assist us in meeting our mission and goals.

Action Items	Description	Timeline
3.A	Continue to work with VC3 in the implementation and expansion of the new IT system.	Immediate and On-going
3.B	Using information obtained through surveys and personal contacts ensure that business responder and alarm information is immediately and continually updated in the Computer Aided Dispatch (CAD) system in order to improve the efficiency and safety of patrol officers.	Immediate and On-going
3.C	Continue to upgrade Narcotics Identification pictures and information, Emergency Preparedness recommendations, and Holiday Safety Tips through the WPD web-site.	Immediate and On-going
3.D	Expand the use of the Case Management program through the Records Management System to more effectively and efficiently organize and monitor criminal cases.	On-going
3.E	Effectively manage and administer the Evidence Section inventory through the Southern Bar Code Module in the current RMS system. Utilizing this technology, conduct complete annual evidence inventories.	Immediate and On-going
3.F	Work in cooperation with the Haywood County Emergency Operations Center (EOC) and the Haywood County IT Department in order to continually upgrade and improve the software programs that will increase communication and information sharing between the individual Dispatch Centers for the various jurisdictions and agencies.	Immediate
3.G	Work in conjunction with EOC in order to research and apply for grant opportunities in the area of inter-operability of communications between agencies and jurisdictions.	Immediate
3.H	Research the ability to view DMV cameras, school cameras, courthouse cameras, etc. through portals in the new facility in order to more effectively plan and respond to emergencies at those locations.	Immediate
3.I	Expand the E-Citation system and Accident Reporting Module through the Governor's Highway Safety Program and the Administrative Office of the Courts to every Patrol Vehicle in the fleet.	Immediate and On-going
3.J	Analyze and implement the 911 Board's new Secondary PSAP program in order to upgrade and expand communications systems in the Police Department.	Immediate
3.K	Continue to work with the District Attorney's Office with the Repeat Offender Program (ROP) in order to focus on the Habitual Criminals in our community.	Immediate and On-going
3.L	Investigate new technologies in the area of Less Lethal munitions and weapons systems.	Immediate

Goal Statement IV: The Waynesville Police Department is committed to improving the education and training of our Officers in order to meet the rising expectations and demands for Law Enforcement Officers in today's society.

Action Items	Description	Timeline
4.A	Develop and conduct beneficial in-service training during shift changes on various topics and issues that pertain to patrol officers.	Immediate and On-going
4.B	Develop outline and curriculum for Rapid Deployment Training and ensure that each officer in the agency completes the training.	Within 1 year
4.C	Assist each officer in obtaining necessary training classes in order to fulfill the recently expanded Career Development track.	Immediate and On-going
4.D	Review and revise Career Development program in regards to availability of classes through the NC Justice Academy.	Immediate
4.E	Complete a Standard Operating Procedures guidebook for communications personnel and ensure that each dispatcher is familiarized with current policies and procedures.	Within 1 year
4.F	Facilitate officers that request to attend "specialized" training (i.e. Firearms Instructor, NC Justice Academy Certificate Programs, and CACP) that will increase the effectiveness and efficiency of the Waynesville Police Department and better serve its citizens.	Immediate and On-going
4.G	Continue to work with Western Carolina University in assisting officers to complete their Bachelor's Degree through the Distance Learning Program.	Immediate and On-going
4.H	Implement and encourage agency participation in the Educational Assistance Program through the Town of Waynesville which was acquired in the 2007-2008 budget.	Immediate and On-going
4.I	Actively participate in the NC League of Municipalities and WPD Physical Fitness and Wellness Program.	Immediate and On-going
4.J	Continue to improve the physical fitness (obstacle) course at the Department Range to increase the fitness and training level of our officers.	Immediate and On-going
4.K	Implement a combat shooting course and require all members to complete within the period of one year in order to improve practical shooting skills.	Within 1 year
4.L	Implement "simulations" training for each squad and unit in the agency. This training will greatly benefit the officer in the areas of practical shooting and combat survival skills.	Within 1 year
4.M	Continue our presence and participation in the NC Joint In-Service Training Committee to ensure current and applicable training to all Officers.	On-going

Goal Statement V: The Waynesville Police Department is committed to enhancing the image of our agency with regard to the community, the town's governing officials, and the media

Action Items	Description	Timeline
5.A	Encourage agency members to participate on community boards, civic organizations, and task forces. (i.e.: Rotary, KARE, NC Chiefs of Police, NC Police Executives Association, International Association of Chiefs of Police, Smoky Mountain Law Enforcement Executives Association, Friends of Scouting, AYSO, Little League Baseball, United Way, Salvation Army, Change Makers, etc.)	Immediate and On-going
5.B	Continue to revise and update the Citizen's Police Academy and to work closely with the CPA Alumni Association in community projects and activities.	Immediate and On-going
5.C	Encourage area media to participate in the ride-a-long program in order to improve relations with all media outlets.	Immediate and On-going
5.D	Encourage town officials to participate in the ride-a-long program in order to provide a better understanding of our role in the community.	Immediate and On-going
5.E	Continue to support the Citizen Police Academy Alumni Association initiate an annual scholarship for Criminal Justice students at Haywood Community College.	Immediate and On-going
5.F	Work with the TAC Unit in the creation and distribution of a Community Survey. This survey will enable us to monitor and measure police services in the community.	Immediate and On-going
5.G	Continue to demonstrate community involvement and maintain a positive image in the community through agency participation in Salvation Army Bell Ringing, the United Way Day of Caring, and the Christmas Shop with a Cop Program, the Haywood Christian Ministries Heating Assistance Program, and other community projects.	Immediate and On-going
5.H	Implement formal recruiting efforts at University and College Criminal Justice Departments, local job fairs, etc.	Immediate and On-going
5.I	Expand the Community Policing Forum in order to gather input from citizens and to distribute agency information to residents and business owners.	Immediate
5.J	Develop a Recruiting Strategy aimed at attracting a diverse and talented workforce, to include identifying locations and/or entities that could assist in identifying potential police candidates, creating Recruiting Brochures and Video, and developing additional partnerships within the community to attract non-traditional candidates.	Immediate and On-going

Goal Statement VI: The Waynesville Police Department is committed to researching new and innovative ways of assisting to fund the agency that are consistent with the demands for Law Enforcement service and rising expectations of the residents in Waynesville.

Action Items	Description	Timeline
6.A	Continue to work with the Haywood County Emergency Operations Center (EOC) in order to utilize 911 funding obtained through the NC 911 Board to purchase needed communications equipment. Upgrading this equipment will greatly increase the efficiency of our communications center and provide enhanced service to the citizens of Waynesville.	Immediate and On-going
6.B	Continue to research "technology grants" through state and federal agencies in order to initiate new programs available for innovative methods to determine areas of future expansion.	Immediate
6.C	Continue the close working relationship with the Governor's Highway Safety Program and research all grant opportunities available through that agency.	Immediate and On-going
6.D	Explore grant-writing workshops to assist with grant opportunities from governmental, corporate, and private organizations.	Immediate
6.E	Explore equipment options through the Law Enforcement Support Services Center in Raleigh.	Immediate
6.F	Continue to work with the NC Department of Revenue and the Federal Government regarding seizures and forfeitures.	Immediate
6.G	Explore grant opportunities through the National Tactical Officers Association.	Immediate
6.H	Explore grant opportunities through the Department of Homeland Security.	Immediate

Goal Statement VII: The Waynesville Police Department is committed to being prepared to respond to any type of situation and implement with skill and efficiency the policies and procedures that are in place through proper training and acquisition of equipment in order to save lives and to maintain the safety of our officers and the public in general.

Action Items	Description	Timeline
7.A	Continue participation in the Local Emergency Planning Committee in order to fund training and equipment for local emergency response.	Immediate and On-going
7.B	Continue to provide quality training for all members of the agency in the areas of biological, chemical, and nuclear response.	Immediate and On-going
7.C	Acquire necessary and vital equipment needed to ensure the safety of our Officers, civilian employees, and the general public.	Immediate and On-going
7.D	Continue to update response guidelines and policies.	Immediate and On-going
7.E	Continue to update information on disaster preparation to the public through our agency web-site.	Immediate and On-going
7.F	Develop coordination of response guidelines and intelligence sharing with agencies on the local, state, and federal levels through multi-agency task forces. (i.e.: NC Attorney General's Anti-Terrorism Task Force, NC Justice Academy Anti-Terrorism Focus Group, Federal Anti-Terrorism Task Force in WNC, and the Law Enforcement Officer's (LEO Network).	Immediate and On-going
7.G	Continue Clandestine Lab Training to all Waynesville Police Department and Waynesville Fire Department personnel.	Immediate
7.H	Actively work with the Officer assigned to the Waynesville Watershed for increased cooperation, assistance, and information sharing in the watershed area.	Immediate and On-going
7.I	Implement an Explosives Detection K-9 and Officer to effectively respond to located suspicious devices and bomb threats throughout the community.	Immediate and On-going
7.J	Conduct training with local agency personnel and employees from high profile businesses and locations in the policies, procedures, and expectations involving the response of the Explosives Detection K-9.	Immediate and On-going

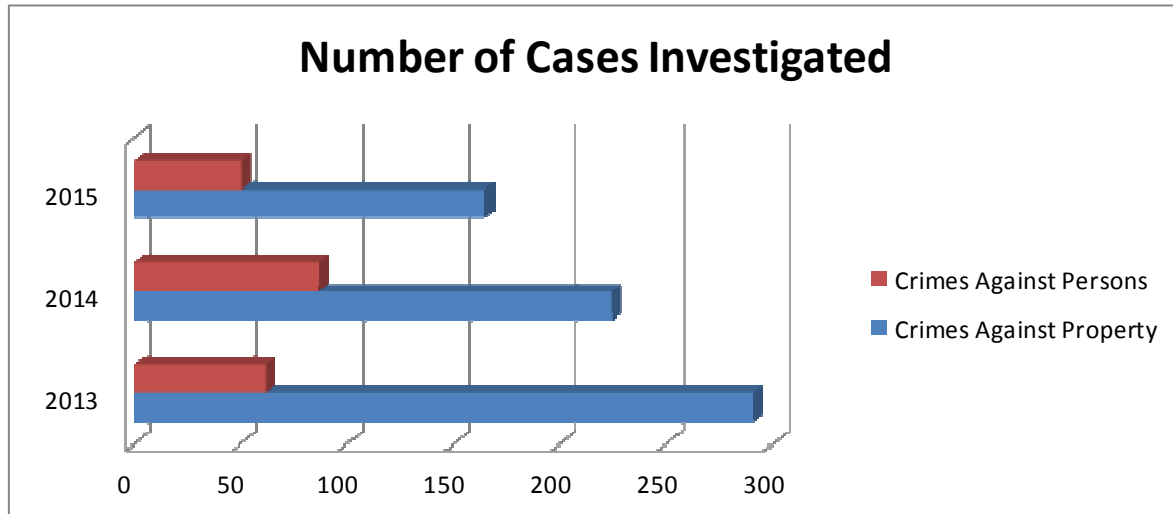
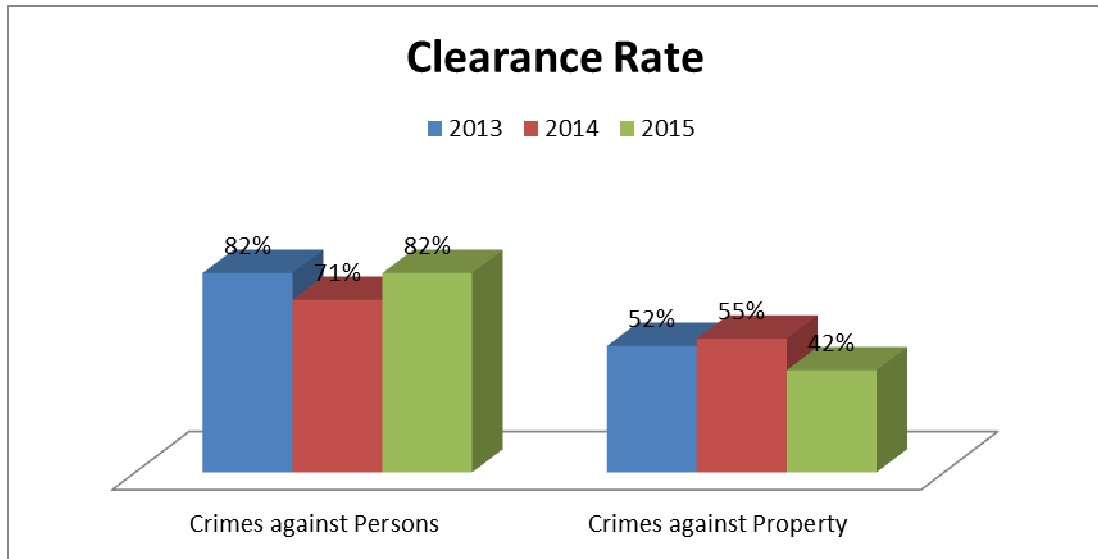
Personnel at all levels of the agency contributed significant input and recommendations into the formulation of these Strategic Plan. We will strive to achieve these goals in order to more effectively accomplish our duties and responsibilities to this agency, our profession, and to the community that we serve.

Criminal Investigations Division

The Waynesville Police Department's Criminal Investigation Division (C.I.D.) is comprised of four full time investigators and a Sergeant led by a Lieutenant. Lieutenant Chris Chandler and Sgt. Tamara Vander Day meet with their detectives daily to review and assign cases. Two retired investigators serve in a part-time capacity to support the division as well. Together, the investigators, Lieutenant and Detective Sergeant work general cases. Due to retirements, promotions and other job opportunities the Criminal Investigations Division experienced an unusual period of personnel changes in the past two years. Of the four full time investigators, three of them have less than two years experience as investigators. General type cases consist of burglary, rape, child abuse, homicide, and any other category of offense assigned for investigation. The duties of the Detective Sergeant are split between the responsibilities of head evidence custodian, case manager, and general investigations; though all investigators are trained in evidence processing and handling and carry the additional classification of Evidence Technicians. All detectives of the Waynesville Police Department are required to become certified.

In the following sections, crime statistics will be presented and discussed. These figures represent the numbers of cases worked by the Criminal Investigations Division and are not representative of the total calls or reports that come through Telecommunications or Patrol. Additionally, figures may vary from the official State Bureau of Investigation Uniform Crime Reporting (NC SBI UCR) list of Index Offenses. The Uniform Crime Reporting Program is a cooperative statistical effort administered by the Federal Bureau of Investigation. Laws differ from state to state, including North Carolina, and many lesser included offenses to a crime are not recognized in the official UCR codes and are subsequently entered into generalized categories.

During 2015, the Criminal Investigations Division of the Waynesville Police Department reviewed a total of 782 incident reports, a 13% decrease from 900 in 2014. Of the 782 cases reviewed, 216 were assigned for investigation. The remaining 566 cases were reviewed by the Criminal Investigations Division for potential leads and closed or assigned to another division. The types of crimes are placed into two categories; Crimes against Property and Crimes against Persons. Crimes against Property involved 165 of the assigned cases, while Crimes against Persons involved 51 cases. The investigators established a clearance rate of 42 percent on Crimes against Property and a clearance rate of 82 percent on Crimes against Persons. The following chart compares clearance rates from 2013 to 2015. The differences in the number of cases assigned and the clearance rates are largely due to the revisions made to the preliminary case review process, organizational restructuring, and personnel changes. Cases devoid of leads are screened out which decreased the overall number of cases assigned. Displayed below the clearance rate graph is a chart of total cases worked including all crime categories.



Examining the chart above, it is evident that there are more cases worked involving crimes against property than crimes against persons. Cases worked involving Crimes against Property decreased from 225 cases in 2014 to 165 cases in 2015. Cases worked involving crimes against persons decreased from 87 in 2014 to 51 in 2015. Of those 51 cases worked in 2015, 16 involved child abuse/molestation cases.

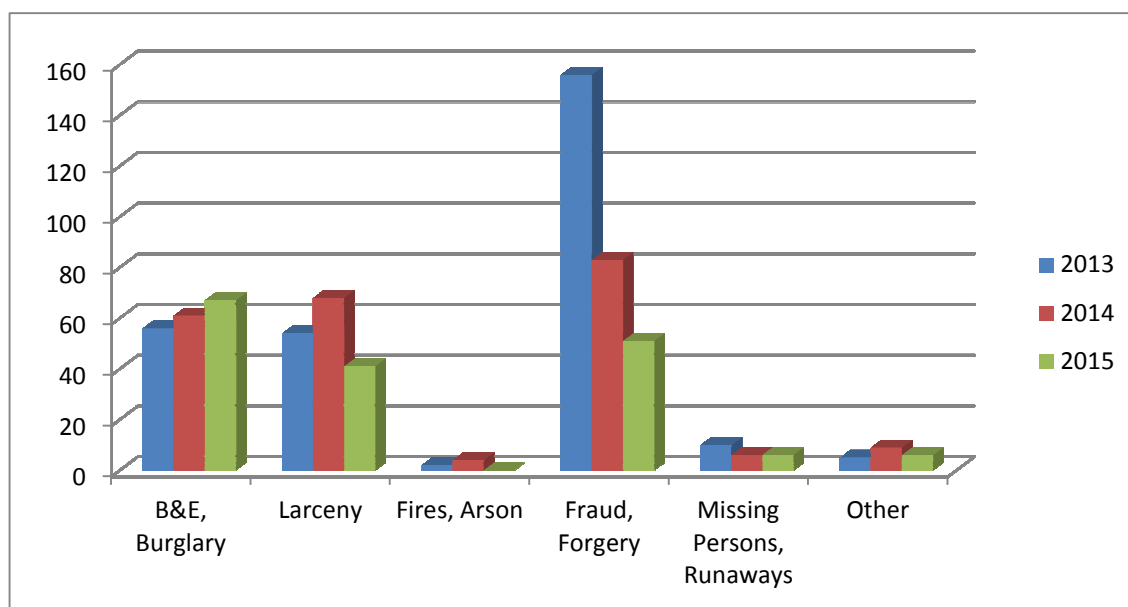
Year	2013	2014	2015
Property Crimes	291	225	165
Crimes against Persons	62	87	51
Total Cases Worked	353	312	216

General Investigations

Every Investigator assigned to C.I.D is trained in general investigations. Again, these cases include property crimes, violent crimes against persons, missing persons, unattended deaths, murders, fraud and a wide range of other offenses. Each detective is on the on-call roster and picks up a variety of cases.

General Crimes

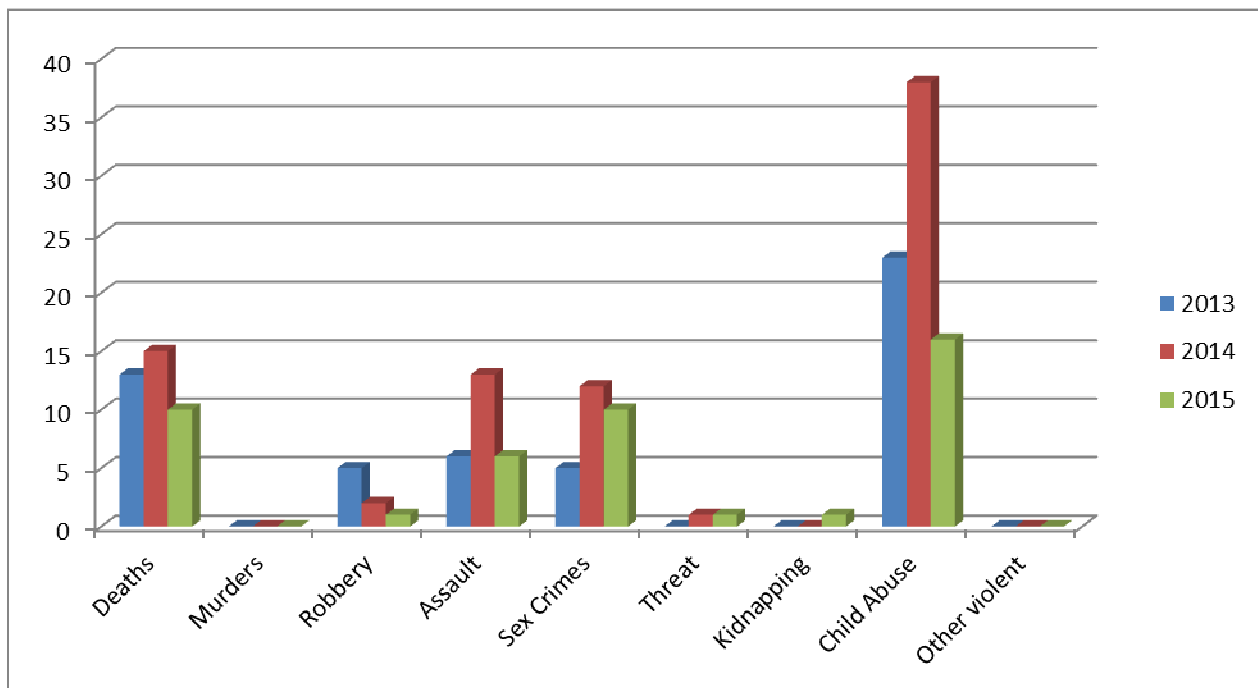
The chart below displays the numbers and types of general cases investigated for the past three years. General categories include Burglary, Breaking & Entering, Larceny, Arson and other Fires, Forgery and Fraud, Missing Persons and Runaways, and Other which includes investigations not included in any other category. Violent Crimes are not included in this data set; they are addressed on subsequent pages.



Year	B&E, Burglary	Larceny	Fires, Arson	Fraud, Forgery	Runaways, Missing Person	Other
2015	67	41	0	51	6	6
2014	61	68	4	83	6	9
2013	56	54	2	156	10	4

Violent Crimes

Violent crimes are also among the types of cases worked by each of the Investigators. The chart below displays the numbers and types of crimes that fall under the category of Crimes against Persons. Death investigations are conducted whenever a person dies unattended by medical staff. Most death investigations reveal deaths by natural causes but all are treated as suspicious until determined otherwise. The “Deaths” category in the data set includes deaths by natural causes, suicides, overdoses and any undetermined manner of death. The murder category includes all form of homicides, including involuntary manslaughter. The Sex Crimes category includes rape, attempted rape, and any assault of a sexual nature with an adult victim. The violent crime statistics vary by category from 2013 to 2015.



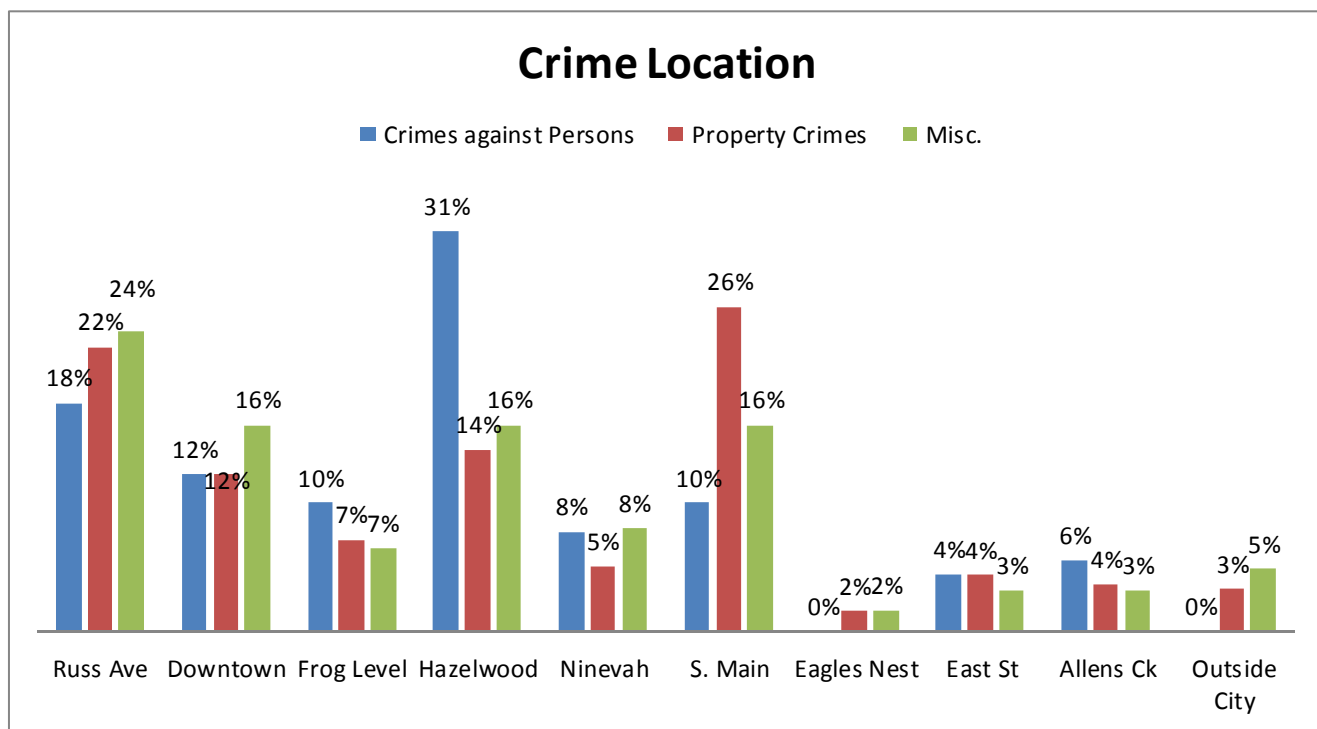
Year	Death	Murder	Robbery	Assault	Sex Crimes	Threat	Kidnapping	Child Abuse	Other
2015	10	0	1	6	10	1	1	16	0
2014	15	0	2	13	12	1	0	38	0
2013	13	0	5	6	5	0	0	23	0

Additional Analysis

Crime Reports are completed weekly by the Criminal Investigations Division and provided to all divisions of the Waynesville Police Department for review. These crime reports include summaries of all incident reports filed the previous week, the names of the detectives to which the cases are assigned, the current case status, and crime statistics. The following graphs depict crime type by location and time of day.

Crimes by Location includes all crimes reported, not just those assigned to CID.

This graph compares the percentage of crimes committed in each of the listed locations. For example, of the Crimes against Persons, 18% were committed in the Russ Avenue area, 12% in the Downtown area, 10% in Frog Level, 31% in Hazelwood, 8% in Ninevah, 10% in the South Main Street area, 0% in the Eagles Nest area, 4% in the East Street area, 4% in the Allen's Creek area and 0% outside city limits. A high concentration of crimes against persons occurs in Hazelwood (31%) while the bulk of property crimes (26%) occur in the South Main Street area, which includes Wal-Mart.

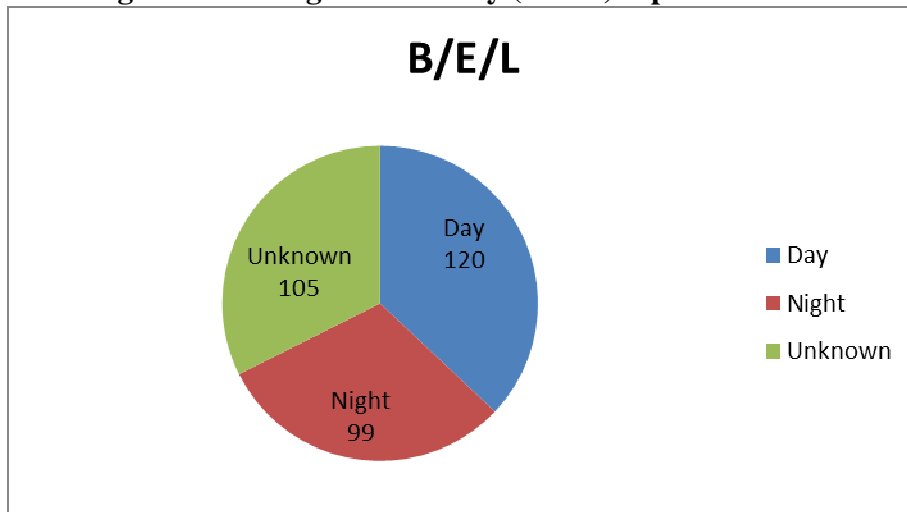


Red Crimes Against Property (Fraud, B/E/L)

Blue: Crimes Against Persons (Robbery, Assault, Child Abuse)

Green: Misc. (Unattended Death, Runaways, Calls for Service)

Breaking and Entering and Larceny (B/E/L) reports for the 2015 Calendar Year



Times of B/E/L

This graph includes only the Breaking and Entering and Larceny reports for which an incident report was filed and does not include the Breaking and Entering and Larceny reports that only an arrest report was filed. For instance, if an officer responded to a shoplifter/larceny call and made an arrest at the scene, only an arrest report would be required. The majority of B/E/L crimes occur during the day (120) while 99 are known to occur during the night. Many victims (105) do not know what time of day the crime occurred.

2015 Case Highlight:

Case: On March 15, 2015 the patrol division responded to the report of a man being shot on Henry Street. Once on scene the responding patrol units secured the crime scene and rendered emergency aid to the victim while simultaneously assisting the fire department establish a landing zone for the life flight helicopter. The Criminal Investigation Lieutenant was notified of what was going on and the decision was made to do an all call for the entire investigations division.

Assignments were given to each investigator as they arrived at the scene. One team processed the scene and collected forensic evidence to aid in the eventual prosecution of the suspect who had not yet been identified. Another team was assigned to immediately investigate all leads in hopes of identifying the suspect. This case was an excellent example of how different units can work together to solve a violent crime. The patrol division worked together with the dispatch centers to review past 911 calls made by a cell phone number that was believed to be the suspect's telephone number. Investigators contacted members of the UNIT to assess whether the underlying motive of the shooting was drug related. Investigators conducted a neighborhood canvass and interviewed numerous people to get the best possible description of the suspect and his getaway vehicle. When all of this information was brought back to the command post and evaluated, the identity of the suspect was revealed.

The investigation teams were then reassigned to locate the suspect. A combination of Patrol Units and Investigators divided a list of possible locations and began the hunt. Cody Michael Shelton was eventually located in the Bethel area. Shelton was taken into custody a short time later. Investigators executed a search warrant at the residence Shelton was located in and recovered several valuable items of evidence to include numerous weapons. Unfortunately, the weapon used in the assault was not located. Cody Shelton and his brother, Matthew Shelton were interrogated resulting in another hunt for the weapon used in the assault. Investigators pursued numerous leads and interviewed numerous people but remained one step behind the intentional attempts to hide the weapon. Eventually investigators caught up to the web of deceit and located the .45 caliber Glock handgun at a residence at the head of Plott Creek. The weapon had been hidden under the seat of a Gator unbeknownst to the owner. Investigators were then able to determine that the victim, Russell Frady had been shot with a snake shot round that did not cycle correctly resulting in the weapon jamming. This information was relayed to the surgeons at Mission Hospital who were puzzled at the unusual damage of the wound track.

Cody Michael Shelton was charged with Assault with a Deadly Weapon with the Intent to Kill Inflicting Serious Bodily Injury. The victim, Russell Frady remained hospitalized for weeks and remains under medical care for the injuries he sustained as a result of this assault.



Evidence Processing Room

The criminal justice field is an ever changing, scientific advancing, technology dependent field that requires participants to keep up with those advancements in order to provide the highest level of service to the people they are entrusted to serve and protect. The courts require every law enforcement agency, regardless of size, to provide the same level of forensic science technology to every criminal investigation they are called upon to conduct. Over the past several years it became very apparent that the State Bureau of Investigation Crime Lab was having a very difficult time keeping up with the demands being placed on them from agencies across the State. In an effort to be more self-sufficient, the Waynesville Police Department made the decision to expand the previously limited evidence processing capabilities by undergoing a construction project that would allow for new equipment to be installed. With the completion of the construction project came the responsibility to expand our own evidence processing. Det. Sgt. Tamara Vander Day received advanced training in finger print development, analysis, and comparison that alleviates the need to submit prints to the North Carolina Crime Lab that are not of a sufficient quality to proceed with. This determination can now be made in days, when previously it could take up to two years to find out the fingerprints submitted to the lab were of insufficient quality to be used. This advancement alone is a tremendous benefit, not only to the Waynesville Police Department but to the North Carolina Crime Lab as well. The Waynesville Police Department benefits by being able to determine early on in the investigative process that more evidence is required to successfully close the investigation with an arrest. The North Carolina Crime Lab benefits by reducing their ever increasing back-log of submissions for examination, which in turn benefits every other North Carolina agency waiting on examination results.

The expansion of the evidence processing room also allowed the Waynesville Police Department to set up a permanent station utilized as a forensic photographic processing center. A camera mounting system was purchased, along with processing lights that allows the user to take photographs of evidence in a controlled environment. The photo-station also allows photographs to be taken of fingerprints developed using advanced technology that can only be accomplished in a lab setting. The Waynesville Police Department can now develop these fingerprints for analysis and comparison utilizing the available equipment in the lab. An advanced filtration system station was installed which allows the user to develop prints with chemicals and powders in a safe environment. The Waynesville Police Department is now commonly requested to assist other agencies in the County utilizing these advancements in local technology.

The construction project also served to better the Waynesville Police Department's storage needs. The new processing lab is located in what was the patrol storage area. The patrol storage area is used to house items not intended for use on every shift but must be accessible when the need arises. The decision was made to construct the new patrol storage area in what was the prisoner processing area of the detention cells. A closet space was constructed, built to match the existing building style and materials in that area. Several changes had to be made to the air ducts as well as the sprinkler system in order to comply with building regulations. Once all of the construction was complete, the patrol storage area was organized using a shelving system purchased with the original building project.



Special Operations Division Annual Report 2015



Waynesville , North Carolina

Special Operations Division Annual Report 2015

Haywood County North Carolina

The special operations division of the Waynesville police department CONSISTS of the following:

Tactical anti-crime unit

K-9 unit

Special Response Team

Narcotics unit

Badge of Honor Wear It Proudly



A symbol of Courage, Honor, Commitment. Many would like to wear it. Only a few can. A very few special people. You are one of them.

Some of us have paid heavily for wearing the Badge. In those quiet and thoughtful moments, you remember them. Wearing it has changed you. You've seen some things that are best forgotten, but will always be remembered. You've fought the cynicism and the tears and perhaps found it difficult to distinguish between them.

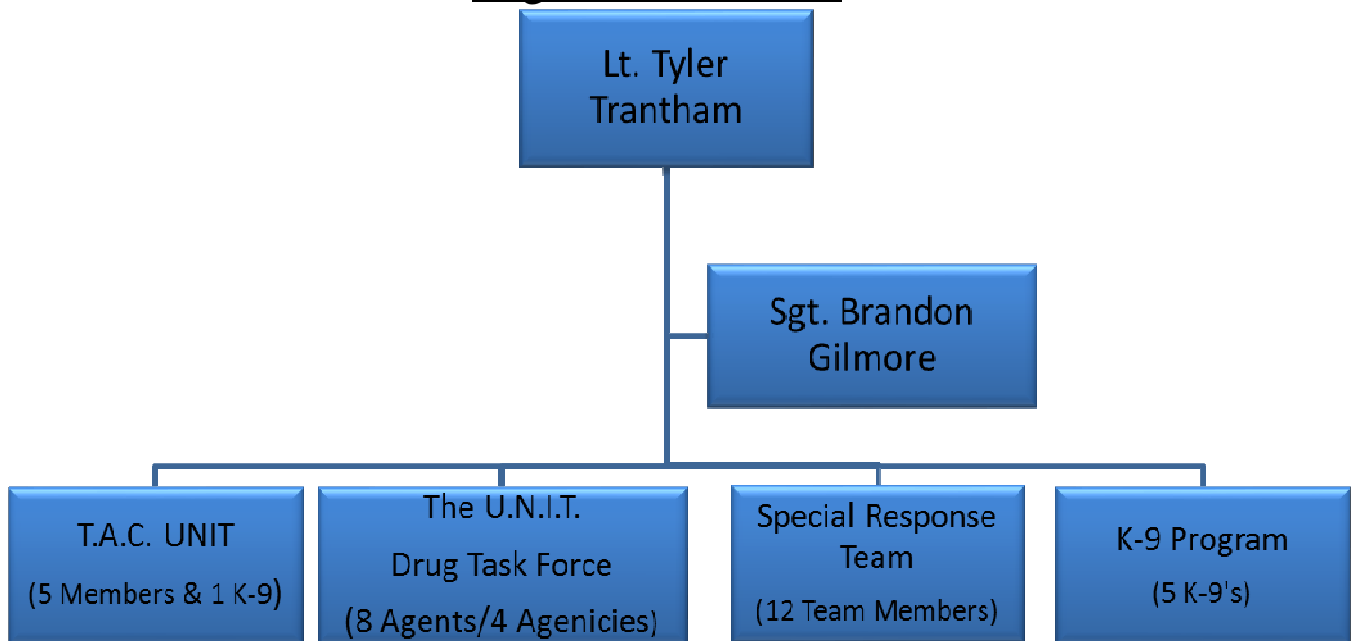
You've known the good times too. You served then, just as you serve now. It's still a challenge. There are still the big moments. The wins. The good people. You're part of a tradition. The Badge of Honor. The right to wear it is rooted in more than just an Oath; it's earned every day by you, by all of us. Courage, Honor, Commitment. Wear it with pride.

Waynesville Police Department

AN OVERVIEW OF THE SPECIAL OPERATIONS DIVISION

The Special Operations Division of the Waynesville Police Department consists of four specialized Units. These Units train, operate, and assist the Department as a whole with the services they provide. The overall goal of this Division is to strengthen and assist the other Divisions of the Police Department in order to provide a service to the community that is professional, efficient, and effective.

Organization Chart



IN 2015, THERE WERE MANY ACCOMPLISHMENTS, IMPROVEMENTS, AND GROWTH THROUGHOUT THE SPECIAL OPERATIONS DIVISION. THIS REPORT HOPES TO HIGHLIGHT THOSE AREAS AND PROVIDE AN OVERVIEW OF THE YEAR FOR THE WAYNESVILLE POLICE DEPARTMENT SPECIAL OPERATIONS DIVISION.

TACTICAL ANTI-CRIME UNIT – TAC UNIT

THE TACTICAL ANTI-CRIME UNIT WAS FORMED IN THE FALL OF 2014. After a time of transition and restructuring, this group was given the task of addressing high crime areas, community nuisances, as well as identifying and concentrating on suspects that continually victimize our community.

A strategic plan was formed to create a Unit consisting of Officers that were highly self motivated and proactive in their approach to enforcement. It was imperative that these Officers be able to identify problems, develop a plan of action, and carry out that plan with hopes of long lasting solutions. The restructuring of this Unit included implementing a new mission statement and purpose for their role within the Police Department.

MISSION STATEMENT

The mission of the TAC Unit is to positively impact high crime and problem areas in the Town of Waynesville by utilizing targeted proactive enforcement, surveillance operations, and the use of informants. The TAC unit will tailor their enforcement activities on accurate and timely intelligence information received from the Patrol and Criminal Investigation Divisions.

PURPOSE

The TAC Unit will be bold in their purpose and relentless in their pursuit of serving the community with compassion and committing themselves to the citizens impacted by crime.

The Mission and Purpose of the TAC Unit is to benefit the entire Department. If the TAC Unit is successful, every division within the agency will also reap the benefits from what the TAC Unit accomplishes.

The Waynesville Police Department TAC Unit

Lt. Tyler Trantham
Sgt. Brandon Gilmore
Senior Officer Tyler Howell
Senior Officer Heath Pressley
Officer Evan Davis
Officer Jason Reynolds

An important part of carrying out the Mission of the TAC Unit includes addressing community problems. The following are examples of problem areas, people, and projects that the TAC Unit worked on in 2015.

CAROLINA AVE. & SURROUNDING STREETS

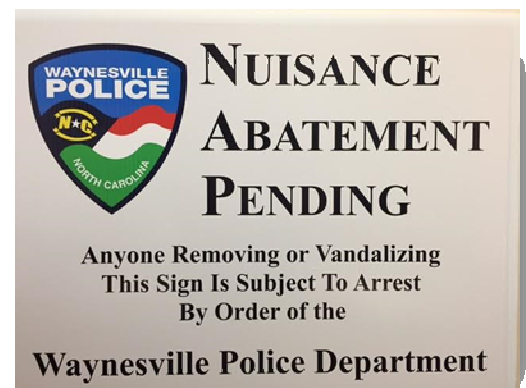
In July the TAC Unit organized a community meeting of concerned citizens that was held at the Waynesville Police Department. At this meeting, over 20 people attended to voice their concerns about ongoing issues and activity at 267 Carolina Ave. During this meeting, the citizens were informed and given factual information about the problem people and areas of concern. There was also a person designated as a liaison in the community to communicate with the TAC Unit about on-going issues or new information.

The concerns of the citizens in this area are warranted. From July 2014 to June 2015, the Waynesville Police Department answered 63 calls for service in this area. A majority of these calls were linked to 267 Carolina Ave. This led to the initiation of a campaign by the TAC Unit, who began concentrating their efforts in this area. The results of this concentrated enforcement led to the arrest of Kevin Gunter and Stacy Sjoberg, both of which had been identified as the two biggest perpetrators of crime in the area. Further investigation led the TAC Unit to discover that Gunter had stolen a motorcycle and had stored it in a storage building behind the home on Carolina Ave. Gunter is currently awaiting trial on those charges.

In August, after meeting with the District Attorney, the TAC Unit served 267 Carolina Ave. with a Nuisance Abatement letter. This letter gave the property owner and occupants notice that a Nuisance Abatement case was being initiated on their property. The Waynesville Police Department continues to work with the District Attorney's Office on this case as well as other locations in the area and throughout the town.

Another location of concern in this area is a duplex located on Georgia Ave. Numerous calls for service have been generated because of activity at this location. This has led to arrests, citations, and other enforcement action taken. The TAC Unit continues to monitor this location as well as Carolina Ave.

The TAC Unit is determined to find a resolution to this problem and hopefully bring jail time for Gunter and those who are victimizing this neighborhood. Working together with the citizens of this neighborhood to address these problems will continue in 2016.



FROG LEVEL

Frog Level continues to be on-going project for the TAC Unit. A member of the Unit has been assigned to this area to evaluate arrests, incidents, and complaints that occur. The TAC Unit continues to work with business owners and other concerned citizens to address concerns when they arise. In 2015, the Police Department proposed that speed tables be placed in the area of Frog Level on Commerce Street to address the speeding issues. The area is still being studied and evaluated to see if Speed Tables are the best solution for that particular problem.

CHESTNUT PARK

Chestnut Park has been an area of concern for many years, not only for the Police Department, but also those living in this community. In 2015, the Town of Waynesville acquired a track of land in this area. Prior to being acquired by the town, a portion of this property had become a campsite and hangout for several individuals in that community. Several of these individuals have criminal histories and are dealt with on a daily basis by the Police Department. This land acquisition was the first step in removing these campsites and individuals from the property.

In addition, a community meeting was held at Town Hall in order to inform and hear the concerns of those living in the area. During this meeting, Town Officials, along with members of the Police Department, discussed the future plans for the property in Chestnut Park.

The TAC Unit also developed a plan to address the vagrants and other problem people in the area. A TAC Officer was assigned to the area given the task of coordinating the efforts of enforcement in this area. In doing so, numerous individuals have been trespassed from the newly acquired town property. In some cases, these individuals have returned and then been arrested. In addition, the TAC Unit has identified several repeat offenders that are frequenting this area. Their individual cases are being studied and will be presented to the District Attorney's Office for review. In several of the cases, the Individuals are eligible for Habitual Felon status which would bring mandatory jail time. Like so many problem areas and cases that the TAC Unit works, the problem is concentrated around one location and a select number of individuals. By focusing on the identified area and people, the TAC Unit hopes to return Chestnut Park back to the tranquil setting that this area of town was accustomed to before this activity began.

HAMMER AVE/TAYLER AVE.

Throughout early 2015, this area became an issue concerning noise ordinance issues and neighbor disputes. The TAC Unit quickly recognized this issue and began working on a solution. After reviewing noise ordinances with neighbors, explaining the process including in filing criminal complaints with the magistrate, and addressing zoning issues for businesses and residences, a solution was found. The complaint centered on a residence where a subject was living and also using as a moped repair business. Eventually, the subject causing the problem moved his business and work to another location. This was an example of the TAC Unit helping to find a solution to a community problem without any criminal charges being taken by either party involved.

SKATE PARK

Throughout 2016, the Waynesville Police Department has been called to respond to the Skate Park on a consistent basis. These calls have been generated by a neighbor who voices his concern and disdain for the Skate Park almost daily. The TAC Unit recognized this as a problem and a significant impact to the Patrol Division. Members of the TAC Unit have met on several occasions with the complainant and listened to his concerns. They have also been doing studies on the amount of noise coming from the Skate Park and surrounding area. This project will run into 2016 with hopes that a resolution is found soon.

These are just a few examples of the projects and problem areas that the TAC Unit has been or are currently working on. It remains an objective of this Unit to identify problems and find solutions that positively impact the community and improve the overall function of the Waynesville Police Department.

IN COMBATING MANY OF THESE COMMUNITY PROBLEMS AND OR NUISCANCES, THE TAC UNIT UTILIZES TARGETED PROACTIVE ENFORCEMENT TO ADDRESS THE SPECIFIC PROBLEMS THAT ARE IDENTIFIED. The result of that targeted enforcement ends in enforcement action being taken on those responsible.

In addition, the TAC Unit also assists Haywood County's Multi-Agency Drug Task Force, the U.N.I.T., on a regular basis. This assistance includes conducting investigative traffic stops, serving warrants, conducting surveillance, and gathering Intel for on-going investigations. In 2015, the TAC Unit has been requested to respond to areas inside and outside of Waynesville to assist the U.N.I.T. in drug enforcement efforts. This request was made based upon the quality of work and professionalism displayed by members of the TAC Unit. They have shown, by the manor in which they work, that they can not only be called upon, but also counted on. There were numerous felony drug cases made in 2015 because of the assistance that the Waynesville Police Department TAC Unit provided to the U.N.I.T.

The TAC Unit also plays an important role in responding to reports of drug activity and similar complaints. A system has been put into place where members of the TAC Unit are assigned to follow up on complaints and Intel as it is received. Many of these reports have turned into arrests or the initiation of major cases. In some cases, the complaints have not been substantiated which also assist in the overall management of this information. The "Case Management" of these Intel Reports and Complaints has proven to be a successful and efficient way to address these problems. The TAC Unit has played an invaluable role in the effort to combat the drug problem and associated crimes in Waynesville in the year 2015. There have been numerous occasions where the TAC Unit has followed up on Intel and generated successful Investigations. One example includes a location on Leatherwood St. The TAC Unit, following up on numerous complaints, began working the area of

concern. Their work and proactive approach led to obtaining a search warrant for the residence. Upon searching the home, numerous items of paraphernalia, scales, bags, and marijuana was seized from the home. This also included the seizure of money from the residence that was linked to the sale and delivery of marijuana and as a result, shut down this operation.



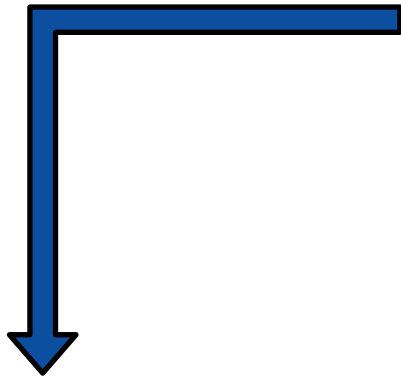
The TAC Unit is also committed to assisting Criminal Investigations and the Patrol Division within the Waynesville Police Department. Throughout the year, the TAC Unit was called upon for a variety of assistance in day to day operations.

The assistance of the Patrol Division takes on several facets. One of the objectives, when addressing community problems, is to assist or cut down the number of calls for service in that area for Patrol Officers. Cases like the Skate Park, Chestnut Park, and Hammer Ave/Tayler Ave. are perfect examples of a problem that is not only affecting the community, but also affecting the Patrol Division with a high number of calls. In some of these cases, Patrol Officers are called to these areas numerous times during one shift. If a solution is found and the problem is fixed, it not only is a benefit to the community, but also to the Patrol Division. In addition, the presence and assistance of the TAC Unit is a supplement to the Patrol Division on a daily basis. Their presence during their shift doubles the amount of Police Officers available and ready to respond within the Town of Waynesville.

THE FOLLOWING PAGE INCLUDES A RECAP, BY THE NUMBERS FOR THE YEAR 2015.

TAC – 2015 – RECAP

WAYNESVILLE
POLICE DEPARTMENT



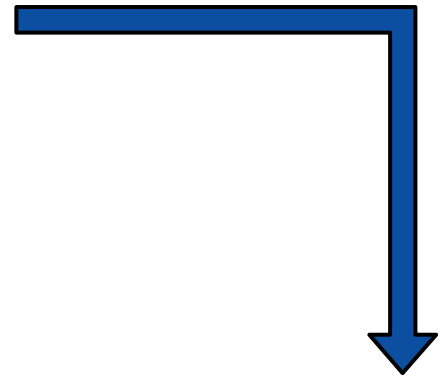
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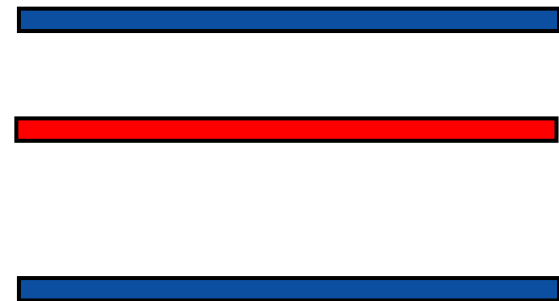
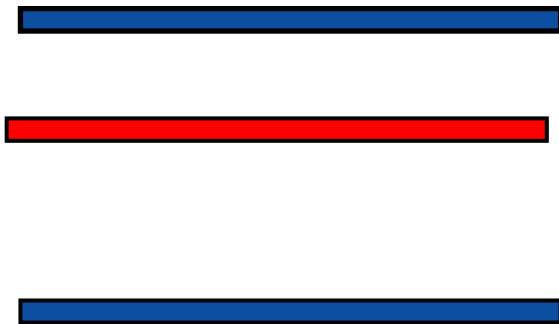
297
Individuals Arrested



Including:
59
Felony Arrest
For
88
Felony Charges



350
Warrants Served



PROCEDURES AND PROTOCOLS FOR 2015.

In 2015, several new procedures and protocols were put in to place for members of the TAC Unit. This included Weekly Reports, Activity Reports, I.C.E. Reports, AND Intel Report Management. These reports were put into place to track the activity of the TAC Unit as well as document what actions were being taken and the progress that was being made. The I.C.E. Report was developed by the TAC Unit to assist in documenting community problems and tracking the progress being made in those areas.

I.C.E. Reports include the following:

IDENTIFY the Problem

COLLECT Evidence & Develop a plan

EXECUTE the plan & Document results

This document is similar to the SARA Model used in Community Policing Units throughout the country. The TAC Unit took from that model and adapted it to the needs and objectives of the Waynesville Police Department.

This has been an effective way to address and document these areas of concern. It is also a tool to help the assigned TAC Officer stay on task and focused on the problem at hand. Several I.C.E. reports have been generated in 2015 and completed with successful results. The TAC Unit has several pending I.C.E. Reports with the goal of finding long term solutions and positive results in those specific areas.

Weekly Reports and Activity Reports were also implemented in 2015. Weekly Reports are filed by the members of the TAC Unit to document and track their activity, arrests, and enforcement during the week. This accountability measure assists in tracking and documenting their work.



WAYNESVILLE POLICE DEPARTMENT	
T.A.C. UNIT	
<u>I.C.E. Analysis Report</u>	
Identify the Problem	
Collect Evidence / Develop Plan of Action	
Execute the plan / Results	
Identify	
Officer Name:	Date:
Area of Concern	
Address:	
Name(s):	
Type of Activity	
Synopsis of Activity	
Have there been similar complaints in the area – Y/N – If so, What?	
Has the problem/complaint been substantiated?	

Activity Reports are used to document what actions have been taken in a specific area and/or the activity being observed while following up on Intel Reports. If Intel Reports are substantiated and the problem needs further investigation, these Activity Reports assist in the initial stages of that investigation. These measures have been put in place in order to be more efficient in documenting information and following up on these individual cases. When Intel Reports are assigned to members of the TAC Unit, each case is managed similar to an Incident Report that is open for investigation by the Criminal Investigation Division.

REPEAT OFFENDER PROGRAM – In January of 2015, the Special Operations Division spearheaded a new program at the Police Department to combat repeat offenders in the community. This Repeat Offender Program focuses on identifying those subjects who have repeatedly been arrested, and by their behavior, repeatedly victimize our community. This program was designed to create communication between all divisions in the Police Department as well as a way to share Intel and information in regards to these offenders. After 12 months of implementation, several subjects have been removed from our community and are serving jail time. The following is a synopsis of the results from the first year of the Repeat Offender Program.

The first Repeat Offender list included 12 offenders. As of December 31st of 2015, the top 8 offenders were serving time in prison. Two of the remaining 4 face numerous felony charges, 1 of which is being charged with being a Habitual Felon.

DANNY JOE STITES – Stites is currently serving time in Federal Prison for charges brought by the Waynesville Police Department. Stites also pled guilty in December of 2015 in State Court to additional drug charges brought by the Drug Unit. He was then sentenced to 70-90 months for those offenses.

JESSICA EDWARDS – At the time of her arrest Edwards had over 20 pending drug and other related charges. In late 2015 she pled guilty in Superior Court to Trafficking of Opiates (Pills) and was sentenced to 70 – 90 months in prison.

MARTY CAPPS – Marty Capps pled guilty to numerous felony charged in mid 2015. Capps was arrested after leading officers on a short chase in a stolen vehicle and for being in possession of a firearm by a felon. After pleading guilty, Capps was sentenced to 2 years 8 months.

RICKY KING – King has been a source of methamphetamines for several years here in Haywood County. In December King pled guilty to several drug charges after he was arrested for selling drugs from his home on Plott Creek in Waynesville. He was sentenced to 64-103 months in prison.

TODD WALKER – Walker is another example of someone who has been a source of supply of drugs in Waynesville and Haywood County for years. He has spent several stints in prison for drug and other related crimes. In 2015 he was sentenced again and received 10 years in prison for being a Habitual Felon.

TOM BRENNAN – Prior to his last arrest, Tom Brennan had become someone the Waynesville Police Department dealt with on a daily basis. Several felony cases were made on Brennan by Officer's with the Waynesville Police Department and other surrounding agencies. In February of 2015 he was found guilty in a jury trial and sentenced to 10 years in prison.

BRYCE LOBAUGH – The Waynesville Police Department has arrested and dealt with Lobaugh since he was a juvenile. He has been involved in numerous drug and property crime investigations since that time. At 24 years of age he had racked up over 40 charges. In the fall of 2015 Lobaugh was found guilty of his first Felony and as a result he was sentenced to 2 years in prison.

CASEY MAY – Casey May's case is very similar to Bryce Lobaugh. He too has been a consistent issue and person of interest in numerous investigations. At 25 years of age May has already been to prison once in his life and now is serving a second stint until summer of 2016.

The success of this program can be attributed to the hard work and commitment of the Officers of the Waynesville Police Department. Officers from WPD may not have made the arrest or been the lead investigator on all the cases listed above, but they played an important role in each of the Offenders listed. Through communication and concentration on these subjects and their activity, these subjects have been removed from our community.

The Repeat Offender List is updated every two weeks and then disseminated throughout the department to all Divisions. The list includes how many pending charges the offender has along with the number of charges that have been disposed of. The List also indicates if the Offender is a convicted felon and if the subject is on Probation. In addition to this information, any Intel or information that is important or related to offenders on the list is also included. Below is the final Repeat Offender List for 2015. If the Offender is currently in jail then his or her block is highlighted in blue. If the subject has active warrants then their name is highlighted in red.

W.P.D. REPEAT OFFENDER PROGRAM

UPDATED 12/28/15

NAME		CHARGES PENDING	DRUGS?	CHARGES DISPOSED	DRUGS?	PROBATION	CONVICTED FELON
Mike Lettner		17	YES	39	YES	NO	YES
Kevin Lee Gunter		7	YES	51	YES	NO	YES
Justin Essenwanger		18	YES	57	YES	NO	YES
Jessie Thomas		6	YES	83	YES	YES	YES
Kendra Owle		9	YES	30	YES	NO	NO
Mary Autry		2	YES	83	YES	NO	YES
Ruth Messer		2	YES	23	YES	NO	NO
Jimmy Ketchersed SEX OFFENDER		19	YES	76	YES	NO	YES
Stacey Sjoberg		4	YES	2	YES	NO	YES (California)
Brian Gibson		1	YES	53	YES	YES	YES
Sarah Francis		5	YES	59	YES	NO	YES
Mark Byrd		6	YES	35	YES	NO	NO
Phillip Szostak		7	YES	49	YES	YES	YES

In 2016 the Special Operations Division hopes to strengthen the Repeat Offender Program and improve upon communication and Intel sharing within the Department. The Department will continue to work with the District Attorney on these specific individuals and their cases in hopes that can be removed from our community.

K-9 UNIT

The Waynesville Police Department K-9 Unit is made up of 5 certified K-9 Handlers along with their assigned K-9 Partner. The following are their bios, along with highlights from 2015:



Sgt. Brandon Gilmore – Sergeant Gilmore has been an Officer since 1999 and was assigned to K-9 in 2002 when he began handling Waynesville Police Department's first narcotics K-9, Teddy. Since that time, he is currently working his second K-9, whose name is Arco. Arco is a 6 year old Belgian Malinois and both Arco and Sergeant Gilmore are assigned to the Tactical Anti Crime Unit (TAC) of the Waynesville Police Department. K-9 Arco is trained in narcotics detection, article searches, suspect searches, obedience, tracking and apprehension.

2015 Highlight – On September 22, 2015, Officer Gilmore and K-9 Arco were called to assist with locating a suspect who had stolen a vehicle from Maggie Valley and led officers on a vehicle pursuit prior to running away on foot. Officer Gilmore arrived on scene and deployed K-9 Arco at the last known location the suspect was seen

running. K-9 Arco located the track and Officer Gilmore followed Arco as he led up through several residential yards and up an embankment that led to another residence. K-9 Arco tracked to the front of the residence and right to the front door. Officer Gilmore noticed the front door was ajar and it was possible that the suspect had attempted to break into the residence to elude arrest. K-9 Arco exited the front of the residence and began tracking towards the back of the residence where it was wooded. As Officer Gilmore entered the back yard he noticed that a man fitting the description of the suspect was crouched walking rapidly away from the direction that he and K-9 Arco were headed. Officer Gilmore called out to the suspect and he began to run away in the direction of a small neighborhood with several park model homes. Officer Gilmore knew that the residents in this area were typically retirement age residents and due to the nature of the crime, that the suspect had been involved in and the fact that he had potentially tried to break into a residence in an effort to avoid capture, Officer Gilmore utilized K-9 Arco to apprehend the suspect who had a considerable head start once he began running away. The suspect was taken into custody without further incident.



Master Officer Billy Benhart – Officer Billy Benhart has been an Officer since 2002 where he started his career with the Waynesville Police Dept. Officer Benhart relocated to Durham North Carolina where he was a police officer for several years before finding his way back home to Waynesville PD. Officer Benhart is currently a Master Officer assigned to the K-9 unit in the Patrol Division. Officer Benhart's partner is K-9 Valor, a 3 year old Belgian Malinois. K-9 Valor has located numerous concealed narcotics which lead to successful prosecutions within Haywood County. K-9 Valor is also trained in article searches, obedience and tracking.

2015 Highlight – On October 15, 2015, Officer Benhart was called to assist a Deputy with the Haywood County Sheriff's Office with searching a vehicle he had stopped. Officer Benhart utilized K-9 Valor to conduct an exterior and interior search of the vehicle and

ultimately there was a positive alert for the presence of narcotics given. Officer Benhart allowed K-9 Valor to search throughout the vehicle and the subsequent search lead them to a locked box lying in the rear passenger area of the car. The K-9's alert to the locked box established probable cause for Officers to open the box without having to go through the process of obtaining a search warrant. The result of the search was nearly 40 grams of methamphetamine.



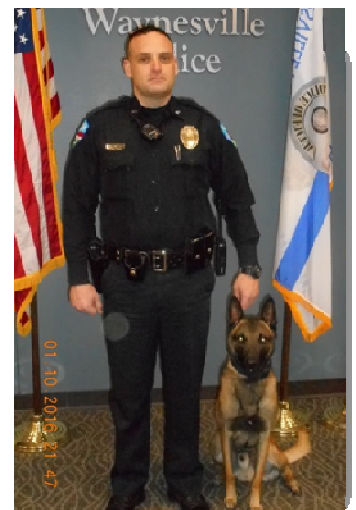
Officer Michael Blaylock – Officer Michael Blaylock has been an Officer since 2007 and been in K-9 since June of 2010. Officer Blaylock is currently assigned to the K-9 unit in the patrol division. Officer Blaylock's partner is K-9 Cairo, a Belgian Malinois that is five years old. K-9 Cairo has been a key tool in many drug related cases. Aside from narcotics detection, K-9 Cairo is also certified in tracking. K-9 Cairo is also trained in article search, suspect apprehension, and obedience.

2015 Highlight – On January 14, 2015, Officer Blaylock assisted Detectives from the Drug Unit with a vehicle stop of several occupants. Officer Blaylock was giving several details from the Detectives. Once the vehicle was traveling, Officer Blaylock observed a few traffic violations that led to a traffic stop. Throughout the stop, Officer Blaylock became suspicious of the occupants' actions and decided to utilize K-9 Cairo for a vehicle search. The K-9 was deployed and after a positive alert from the

exterior and interior, Officers and Detectives located narcotics inside that led to the arrest of three known drug dealers. The use of the K-9 enabled Law Enforcement to affect an arrest that otherwise might not have been possible. The frequent access of K-9's that the Wayneville Police Department provides to not only our officers, but to other agencies and other divisions, is an invaluable tool that assists us in being effective at our day to day operations.

Officer Matthew Cogburn – Officer Matthew Cogburn has been an Officer since 2011 and graduated K-9 school in January 2015. Officer Cogburn is currently assigned to the K-9 Unit in the Patrol Division. Officer Cogburn's partner is K-9 Keizer, a Belgian Malinois that is 2 years old. K-9 Keizer has been a valuable tool in many drug related cases and tracking incidents. K-9 Keizer is also trained in article searches, obedience, and tracking.

2015 Highlight – On May 2, 2015, Officer Cogburn responded to Explorer Drive in Wayneville in reference to an Autistic juvenile that had wandered away from his home. Officer Cogburn utilized K-9 Keizer to locate a track outside the residence. After tracking the juvenile across several residential yards and up a paved roadway, the track turned up and went into the woods. Officer Cogburn continued on the track until he reached the top of Piney Mountain where he ended up locating the juvenile, lost and disoriented, shortly after dark. The use of the K-9 to locate the juvenile was a resource that proved invaluable to the family and it also saved time and money by not having to call in additional resources for a search and rescue.

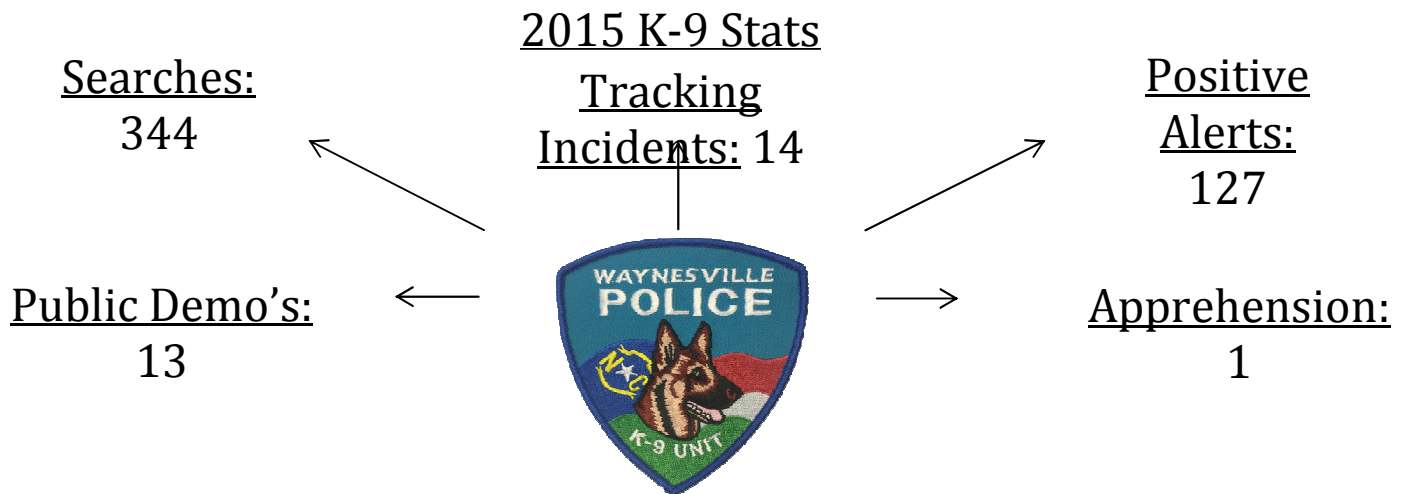




Officer Jon Ramsey – Officer Jon Ramsey has been an Officer since 2013 and most recently graduated K-9 school in December of 2015. Officer Ramsey is currently assigned to the K-9 Unit in the Patrol Division. Officer Ramsey's partner is K-9 Luke, a German Shepard that is 1.5 years old. K-9 Luke is trained in explosive detection, article searches, suspect searches, obedience, tracking and apprehension. K-9 Luke was purchased through a joint effort between every Law Enforcement agency within Haywood County.

2015 Highlight – On December 31, 2015, Officer Jon Ramsey was on patrol with his recently assigned K-9 Luke. Earlier in the shift, Officers investigated an assault where the victim was stabbed at his residence. While out patrolling, another officer located one of the suspects and when he exited the vehicle, a foot chase ensued. The foot chase led the officer across a creek and through several residential yards before ending at a residence near Browning Road where the suspect crawled underneath a crawl space of a house. Not

knowing if the suspect was still armed and where he would be located, it was decided to utilize a K-9 after multiple attempts where made to get the suspect to surrender. K-9 Luke was deployed under the house where the entire crawl space had been flooded by recent heavy rains. K-9 Luke located the suspect in the far back corner of the crawl space and alerted to Officer Ramsey that he had located the suspect before Officer Ramsey was placed into harms way. The suspect surrendered and was taken into custody without incident or any injuries to officers that night.



As indicated above, the service of our K-9's have assisted the Waynesville Police Department in making numerous arrests, strengthened on-going investigations, helped track and locate missing and wanted subjects, and in apprehending subjects eluding arrest. The Waynesville Police Department K-9 Unit is committed to being trained and ready to serve the community when called upon.

K-9 TRAINING

The Waynesville Police Department K-9 Unit trains monthly as a Unit in a variety of areas to improve and maintain the service they provide. Each month, the WPD K-9 Unit meets with other K-9 Officers from the Maggie Valley Police Department, the Canton Police Department, the Haywood County Sheriffs Office, and the Cherokee Police Department to train together and strengthen the relationship between agencies. These Officers are often called upon to assist in each other's jurisdictions with searches and or tracking.

Officer Cogburn, who joined the Unit in May of this year, graduated from Basic K-9 School in January 2015 and certified with his K-9 in Aiken South Carolina in March 2015 when he began to work the road assigned to C Squad.

Officer Ramsey, who joined the Unit in the fall of 2015, graduated from Basic K-9 School in December 2015 after also completing an 8 week course. Luke was purchased in a joint effort between all agencies within the county to have an explosive K-9 available when the need arises.

Sgt. Gilmore has proven to be a tremendous asset to the Waynesville Police Department. His experience and leadership in the area of K-9 Training and Handling has set this Unit apart and given the Department a great foundation to build their K-9 program upon. He not only oversees the Unit, he also coordinates training and is certified as a K-9 Handler Instructor. Both Officer Cogburn and Officer Ramsey were trained and certified under the instruction of Sgt. Gilmore. In addition, Sgt. Gilmore has also trained and assisted in certifying K-9 Officers from throughout Western North Carolina. In 2015, two K-9 schools were hosted by the Waynesville Police Department and K-9 teams from McDowell County Sheriff's Office, Canton Police Dept., Maggie Valley Police Dept., Henderson County Sheriff's Office, and Asheville Police Dept. were trained by Sgt. Gilmore.

In December 2015, Sgt. Gilmore was appointed as a National Vice President for the United States Police Canine Association. Sgt. Gilmore will serve as the Vice President for the Southeast Region, which includes Florida, Georgia, North Carolina, Alabama, Tennessee, South Carolina, the Caribbean Islands, the Virgin Islands, and the Bahamas. In addition to serving as a Regional Trainer for Police K-9's, Sgt. Gilmore also judges certification trials through the USPCA. Sgt. Gilmore is not only dedicated and committed to the Waynesville Police Department's K-9 Program, but also to Police K-9's and their handlers across the country.



SPECIAL RESPONSE TEAM – S.R.T.

The Waynesville Police Department's Special Response Team experienced some new challenges and training in 2015. The Team also grew by two members bringing the total number of Swat Operators to 12. This includes one member from the Maggie Valley Police Department, Logan Wood who we are fortunate to have as a member of our Team.

The Team continued making training and preparation their focus throughout the year. In June, the Waynesville Police Department was fortunate to host a 4 day Swat In-Service course taught by 2 experienced and well trained instructors.

Steve Berens, Swat Team Leader with the Orange County (FL) Sheriffs Office and Tom Stroup, retired Captain and SWAT Team Commander with the Orange County (FL) Sheriffs Office

spent 4 days training the WPD SRT Team on new tactics. This proved to be outstanding training and brought some new and tested tactics to use when responding to high risk incidents.

In July, the Waynesville Police Department hosted another great training course involving the integration of K-9's and Swat. Again, the Team was fortunate to be trained by experienced instructors from the Minneapolis (MN) Police Department. Again, this was a new tactic and idea to embrace by the SRT Team. In doing so, the Team has been able refine these new tactics and put them to use in real life

incidents. The Team is excited to be able to integrate and utilize the skills of our K-9's while responding to and addressing high-risk situations.

In 2015, the SRT Team continued bi-annual physical assessments to insure that members are continually preparing and keeping themselves in the physical shape required for the responsibilities they have.

These assessments are conducted in the spring and fall during the designated training dates.

In addition to the training mentioned above, the SRT Team meet once a month to train and refine tactics as a team. In 2015, the SRT Team was fortunate to have the resources and options to training at different facilities in the area. This includes utilizing the old DSS Building, the old heath department, and the old Belk's building as training aids to provide practical environments for training. The SRT Team continues to utilize several unoccupied homes in town for training. These are homes that are set for destruction or for burning by the Waynesville Fire Department. The Team is grateful for the opportunities to use these locations for training.



THE WAYNESVILLE POLICE DEPARTMENT SRT TEAM WAS FORTUNATE TO ATTEND SWAT ROUND-UP INTERNATIONAL FOR THE 10TH STRAIGHT YEAR IN 2015. Attending this training each year has been a tremendous benefit to the Team and the Department. Being subjected to and required to operate in high-stress & high-risk scenarios prepares the Team for real life incidents. In 2015, the Waynesville Police Department had the best finish ever, overall at SWAT Round-Up international. For the first time ever WPD SRT Finished in the top 20 overall in addition to having best ever results in individual events. In 2015, 64 teams competed at SWAT Round-Up, including several International Teams. In the history of Round-Up, the Waynesville Police Department is the smallest agency to compete. Great pride is taken in being able to represent the Town of Waynesville at this event each year and the TEAM is grateful for all the support that comes from not only our fellow Officers but the entire Town of Waynesville.

The following are the scenario based events that the Team competed in this year. Each event measures the Team's abilities in several different areas including marksmanship, tactics, physical fitness, mental toughness, and decision making.

- Officer Rescue
- Hostage Rescue
- Prichard Scramble
- Tower Scramble
- Obstacle Course



Members of the team also attended individual training sessions during the week. Topics like Tactical Rifle, Tactical Pistol, Counter-Ambush, and Sniper Training were covered. These courses are taught by some of the most experienced Law Enforcement Officers and SWAT Operators in the Country and around the world. By attending these training sessions, the Team Members are able to return home and not only apply what was learned, but also share with other Team members. Training is one of the most important aspects of any SWAT Team and the Waynesville Police Department is committed to improving skills and tactics of all Officers in order to provide the highest level of service and protection.

IN 2015, THE WAYNESVILLE POLICE DEPARTMENT was called out on numerous occasions, not only for the Town of Waynesville, but also for other agencies in the area, including the Canton Police Department, the Maggie Valley Police Department, and the Haywood County Sheriff's Office. These incidents have included barricaded gunmen, wanted subjects, armed individuals, and other high-risk situations. The Team has also executed several search warrants for the Drug Unit, Investigative Divisions, and the FBI in 2015.

In April, the Team was called to respond to a barricaded gunman at a home in Canton. The subject had fired a weapon inside the home as well as fired at the initial responding Officers. The Team responded, developed a plan, and placed individuals in positions around the perimeter of the home. SWAT Operators Michael Blaylock and Logan Wood took a position near the home. A short time after taking this position, Blaylock and Wood began having dialogue with the suspect who had walked outside. They continued this dialogue with the suspect, distracting him while the rest of the team advanced on the home and took a position near the suspect. The team was then able to take the suspect into custody. Several firearms were found inside the home, along with damage from where he had been shooting both inside and outside the home.

In November of 2015, the SRT Team was called to execute a Search Warrant of a residence where suspected Serial Bank Robbers were staying. Working together with other agencies, the Team coordinated and planned this operation. This high-risk warrant included raiding a two story structure sitting at an elevated level above the road. Utilizing two teams of 8 Swat Operators along with Waynesville Police Department K-9 Arco, the Team successfully and safely executed the warrant and secured the home. This was the first time the Team was able to deploy K-9 Arco in a call out after the training that the Team attended in July. Arco was essential in safely searching and securing the home during this operation.

These are just a few highlights from 2015 for the Special Response Team. The Team looks forward the challenges that lay ahead in 2016. The Team will continue to train, prepare, and be ready when called upon.

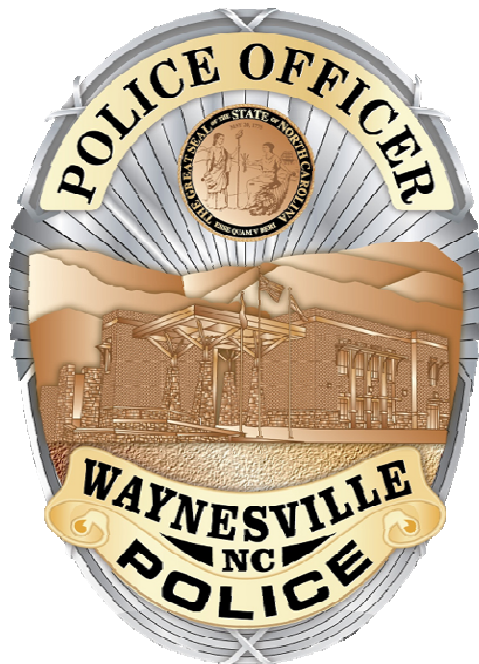


LOOKING AHEAD.....

THE SPECIAL OPERATIONS DIVISION IS COMMITTED TO TAKING THE ACCOMPLISHMENTS OF 2015 AND USING THEM AS A FOUNDATION FOR GROWTH AND IMPROVEMENT IN 2016. THIS DIVISION RECOGNIZES THE EXTRAORDINARY RESPONSIBILITY OF SERVING OUR COMMUNITY AND ARE RESOLVED TO PROVIDE THE HIGHEST LEVEL OF SERVICE TO THOSE WHO CALL UPON THE WAYNESVILLE POLICE DEPARTMENT.

“POLICE, AT ALL TIMES, SHOULD MAINTAIN A RELATIONSHIP WITH THE PUBLIC THAT GIVES REALITY TO THE HISTORIC TRADITION THAT THE POLICE ARE THE PUBLIC AND THE PUBLIC ARE THE POLICE; THE POLICE BEING ONLY MEMBERS OF THE PUBLIC WHO ARE PAID TO GIVE FULLTIME ATTENTION TO DUTIES WHICH ARE INCUMBENT ON EVERY CITIZEN IN THE INTERESTS OF COMMUNITY WELFARE AND EXISTENCE.”

SIR ROBERT PEEL



The U.N.I.T. Annual Report 2015



HAYWOOD COUNTY, NORTH CAROLINA

The U.N.I.T. Annual Report 2015

Haywood County North Carolina

In 2015, the Unified Narcotics Investigative Team (U.N.I.T.) continued to concentrate on identifying those subjects responsible for supplying Haywood County with illegal drugs. Those targeted also include individuals who facilitate this activity by allowing known drugs dealers and their associates who reside and or frequently visit their home, business, or property. 2015 was the first full year that Haywood County's Drug Task-Force, The U.N.I.T. was in full operation. The U.N.I.T. was formally established in February of 2014.

The U.N.I.T. is a multi-jurisdictional drug task force made up of 9 members from 5 agencies. The following is a breakdown of those assigned to the U.N.I.T.

Lt. Tyler Trantham – Waynesville Police Department

Sgt. Mark Mease – Haywood County Sheriff's Office

Det. Rob Skiver – Waynesville Police Department

Det. Brad Miller – Waynesville Police Department

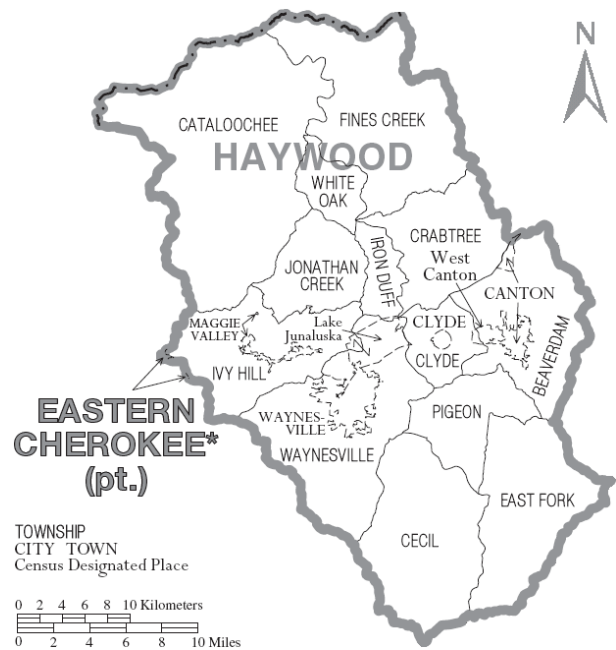
Det. Mitch McAbee – Haywood County Sheriff's Office

Det. Micah Phillips – Haywood County Sheriff's Office

Det. Michael Whitley – Canton Police Department

Det. Jeff Mackey – Maggie Valley Police Department

S.A. Courtney Dail - N.C. State Bureau of Investigations



The U.N.I.T. is overseen by an Executive Committee. The Committee is comprised of the Sheriff of Haywood County, The Chief of Police of Waynesville Police Department, The Chief of Police of Maggie Valley Police Department, and the Chief of Police of Canton Police Department. The Executive Committee has administration responsibilities over the Task Force and also designates an Agent in Charge who answers directly to the committee. The Agent in Charge is responsible for the day to day operations and activities of the Task Force and insures that the direction of the U.N.I.T. remains in line with the expectations of the Executive Committee.

The Unified Narcotics Investigative Team is committed to working alongside all Law Enforcement Agencies in Haywood County, as well as State and Federal Agencies. Haywood County consists of 555 square miles, 4 municipalities, and numerous communities and townships. Without the assistance of all agencies and their resources, the success and accomplishments of the U.N.I.T. would not be possible.

TRAINING AND DEVELOPMENT

In May of 2015, members of the U.N.I.T. were fortunate to have the opportunity to attend a week long, 40 hour “Undercover Drug Enforcement Techniques” course held at the Institute of Police Technology and Management (IPTM) in Jacksonville, Florida. This 5 day training course included training on Surveillance, Undercover Controlled Purchases, Operational Planning, Stress Management, Legal Aspects of Undercover Investigations, and many other topics applicable to the role of Narcotics Investigators. The U.N.I.T. not only attended this training, but took several aspects of the class and applied it to day to day operations at the U.N.I.T. This includes Informant Management, Special Funds Management, Officer Safety, and Documentation.

In addition, two members of the U.N.I.T. attended a two day “Meth Investigation” course in October. This training was sponsored by the Atlanta HIDTA Group. This training was held in Cherokee and included training on basic investigation skills needed to addressing and responding to reports of meth labs and those selling and or distributing methamphetamines.

NEW PROCEDURES AND PROTOCOLS FOR 2015.

Several new procedures were put into place in 2015 in order to better document and hold to account the actions of members of the Task Force. One of those measures put into place is a Surveillance Notes Form that was drafted and is used daily by members of the U.N.I.T. This form provides documentation of the surveillance that is conducted and the information gained from these operations. Conducting surveillance occupies a large majority of time when we following up on complaints, generating cases, and or conducting controlled purchases. The Surveillance Notes Form is a way to document the information gathered and assist in building cases. Since we implemented this procedure in late spring, we have seen it pay off numerous times. These forms and the documentation contained on them have helped write search warrants, finalize probable cause for arrest, and document conspiracies that exist between drug dealers and their associates.

In addition to the Surveillance Form, we also drafted a Confidential Informant Activity Record Form. This form was drafted after attending the IPTM Training and learning how to improve the management of our informants. This form is used when we utilize an informant in an operation and or meet with them to obtain information on cases or suspects. This provides a written report for those contacts and information they have provided. It also helps in strengthening the credibility of informants and the accountability of those responsible for them.

EQUIPMENT AND RESOURCES

In 2015, the U.N.I.T. made several upgrades to the surveillance equipment that was much needed. The Law Enforcement Technologies System (LETS) has provided the ability to monitor and record operations using cell phones. This has eliminated the problems of the past that were caused by radio reception or being out of range of repeaters or transmitters. This is not only a tremendous asset to building successful drug cases but also an improvement in the area of officer safety. In addition to this equipment, the U.N.I.T. also added a covert video/audio surveillance tool that records surveillance and drug operations in a digital format. These tools have paid for themselves since they were acquired in late spring of 2015. Numerous drug and surveillance operations have been better documented and safely completed because of this equipment.

In addition, U.N.I.T. has been able to add three vehicles to our fleet of surveillance vehicles. These vehicles were seized from drug dealers after they were successfully prosecuted and their assets were taken. These vehicles assist us in day to day operations while conducting surveillance and other operations. Without these resources, we would not be able to operate in the manner in which we do.

2015 HIGHLIGHTS

In 2015, the U.N.I.T., working alongside our local agencies, was able to accomplish many of the goals that were set out at the beginning of the year.

Early in 2015, using Intel, informants, and other information, the U.N.I.T. identified the top sources of supply to Haywood County as well as those individuals that were repeat offenders. Upon identifying these subjects, the U.N.I.T. began to concentrate on building solid criminal cases in order to remove them from our community.

In addition the U.N.I.T. continued to receive, assess, and respond to Intel Reports that were sent to the U.N.I.T. by the Law Enforcement Agencies in Haywood County. The U.N.I.T. was also able to establish a phone line in the office to receive direct calls and messages. This phone is checked daily and the information is properly documented and addressed by members of the U.N.I.T.

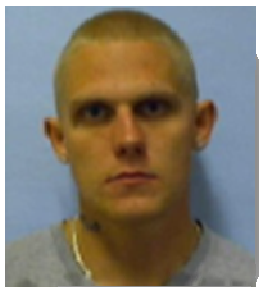
The following are subjects that were targeted by the U.N.I.T. in 2015. Along with the assistance of all Law Enforcement Agencies in Haywood County, many of these subjects have been removed from our community or are awaiting trial.



DANNY JOE STITES - In early 2015, Stites, a convicted felon was sentenced to 54 months in Federal Prison for Drug and Weapon Charges after he was arrested by the Waynesville Police Department on 2 separate occasions for possession of meth and guns. After those encounters Stites was arrested by the U.N.I.T. with 2 ounces of Methamphetamines in his possession. In December, Stites, with 26 pending charges on the state side pled guilty to Trafficking of Meth and was sentenced to 70-90 months in the North Carolina Department of Corrections.



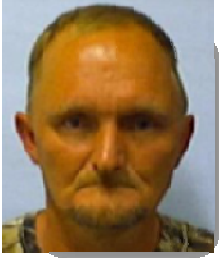
THOMAS BRENNAN - Brennan has a long history of criminal activity and behavior in Haywood County. In an effort to remove him from this community, the U.N.I.T. again worked with other Agencies to build strong criminal cases on Brennan. In February of 2015, he was sentenced to 10 years in prison after he was found guilty in a jury trial. Brennan awaits additional charges at this time with the potential for being sentenced to more time in prison.



JIMMY KETCHERSED - In early 2015, the U.N.I.T. began making meth purchases from Jimmy Ketchersed and his mother, Joni Moreno. This included one incident where Ketchersed robbed the informant being used in the case. Upon the conclusion of the investigation, he, along with his mother, was arrested. Ketchersed has 19 pending charges at this time.



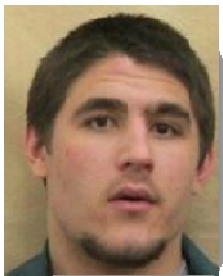
MARTY CAPPS - In early 2015, Capps absconded from Probation and quickly became involved in drug trafficking and other associated criminal activity. While conducting surveillance on a known drug location Capps was seen leaving the area. An attempt to take him into custody was made. However, Capps fled in a vehicle and led the U.N.I.T. and N.C.S.B.I. on a short chase that ended when the vehicle Capps was in lost control and crashed over an embankment on Asheville Road in Canton N.C. He, along with two others, were taken into custody and charged. In addition to his outstanding warrants Capps was charged with Possession of a Firearm by a Felon and Possession of a Stolen Vehicle. Capps pled guilty and was sentenced to 2 years and 8 months.



RICKY KING - Ricky King has been involved in Drug Trafficking in Haywood County for many years. In 2015, while on Probation, he continued his behavior, selling meth out of his home on Plott Creek. The U.N.I.T. began conducting surveillance and was able to stop several vehicles leaving his home. Many of these subjects were found in possession of meth and admitted to obtaining it from King. A search was made of his residence by the U.N.I.T. along with Probation and he was arrested for possession of methamphetamines. King stayed on the run for several months in 2015, dodging his court date and pending sentence. He was located in the fall of 2015 and in December he was sentenced to 64-103 months in prison.



BRYCE LOBAUGH - Lobaugh has also been involved in numerous drug investigations and other criminal activity since his youth. The U.N.I.T. began buying methamphetamines from Lobaugh in April of 2015. This also included purchases from his associates. We concluded this investigation in the summer of 2015 and arrested him along with the other's involved. This resulted in Lobaugh pleading guilty and being sentenced to 2 years. This was Lobaugh's first felony conviction.



JUSTIN ESSENWANGER - In late spring, Essenwanger was identified as a significant source of supply of Meth in Haywood County. At this time, he was living in Valleybrook Mobile Home Park on Jonathan Creek. During our investigation we were able to make 4 separate purchases of meth including a firearm from Essenwanger. We concluded this investigation with the execution of a Search Warrant at his residence and seizing 2 ounces of Methamphetamines. Kendra Owle, his girlfriend at the time, was also arrested and charged. Essenwanger and Owle are awaiting trial on these charges at this time.



RODNEY VANCE - Vance is another subject that Local Law Enforcement has dealt with for many years. He has a lengthy history of both Drug and Felony Larceny offenses. In 2015 the U.N.I.T. concluded an investigation that began in 2014 that involved the purchase of methamphetamines and a firearm from Vance. He has been arrested and charged with these crimes and is currently awaiting trial.



JESSICA EDWARDS - Prior to her arrest, Edwards had elevated herself to a position of supplier and enabler to several individuals. A majority of the cases built against Edwards occurred in 2014, however, she continued to be dealt with on occasion in 2015. Prior to her pleading guilty, Edwards had over 20 pending felony charges, a majority of which were drug related and included Trafficking charges brought by the U.N.I.T. In December of 2015, she pled guilty to Trafficking and was sentenced to 70-92 months in DOC.

In addition to those targeted above, the U.N.I.T. also initiated several investigations based upon intelligence provided by informants, the general public, subjects arrested by the U.N.I.T., and/or other Law Enforcement Officers. In many situations this Intel was gathered from Intel Reports that were sent to the U.N.I.T. by Officer's who had received the complaint or gathered the information themselves. Numerous cases were generated and strengthened by their cooperation and communication. The following is a snapshot of some of the cases that the U.N.I.T. was able to generate and make successful in 2015.

EDWARD REEDER

Edward Reeder came to the U.N.I.T.'s attention after information was received that Reeder was posting videos online in reference to his Marijuana Manufacturing and "dab" production. "Dab" is a new technique used to extract THC out of Marijuana in order to get a higher concentration of THC and a better high. The technique and process used can be extremely dangerous and explosive. Upon receiving this information, the U.N.I.T. met with Probation and Parole and planned to visit Reeder. Upon doing so, Reeder was found in possession of the suspected items and charged. He is facing felony possession and manufacturing charges.

SUMMER GIBSON

Summer Gibson was arrested in late spring after the U.N.I.T. made six separate purchases of methamphetamines from her at her residence in Canton. Upon her arrest, she was found in possession of more illegal drugs along with a naloxone kit in case she, or someone she was with, overdosed. During this investigation, the U.N.I.T. identified several of Gibson's associates, and in some cases, they were charged as well as Gibson. Gibson remains in jail awaiting trial at this time.

TAMMY PAYNE

On June 18th 2015 the U.N.I.T. executed a Search Warrant at the Super 8 Motel on Liner Cove in Waynesville. Information had been obtained through Intel reports and informant statements that directed the U.N.I.T.'s attention toward Tammy Payne. Upon execution of the search warrant Tammy Payne was found in possession of 8 ounces of methamphetamines which has a street value of \$22,000. The U.N.I.T. also seized \$25,000 cash, 16 grams of prescription pills, and a firearm. Further investigation led the U.N.I.T. in identifying Payne as being involved in a large ring, where individuals in Western North Carolina were trafficking methamphetamine in Haywood and surrounding Counties. Tammy Payne's case has been adopted by the DEA and she has been indicted federally on the charges related to the June 18th arrest. She is currently in federal custody awaiting trial. This arrest marked one of the largest methamphetamine seizures in Haywood County's History.



CARLA SIMMONS

Carla Simmons has been someone on the radar as a source of supply of Methamphetamines for several years. The U.N.I.T. has spent countless hours conducting surveillance and other operations in attempts to make a case on Simmons. In June, the U.N.I.T. observed her make meth deliveries to Alan Blake in Canton and Brian Gentry in Waynesville. They were both confronted and found in possession of meth. As a result, Carla Simmons was also stopped and arrested after 20 grams of meth were found in her possession. The U.N.I.T. had a second encounter with Simmons two months later after information was received that Simmons and Brian Gentry were on their way home from the Atlanta area with methamphetamines. They were stopped coming into Haywood County and both were arrested for possession of methamphetamines. Simmons is currently out on bond and awaiting indictment and pending trial.

JEREMY BOLIN

Jeremy Bolin, also known as "Juvi", has been in and out of the Department of Corrections for the past several years. He was released in 2015 on post release and quickly returned to his usual behavior. This included being a suspect in several incidents and information that he was involved in drug trafficking. Because of his behavior, his post release parole was violated and an order for his arrest was issued. After several weeks, the U.N.I.T. received information on his location. Further investigation led to a Search Warrant which resulted in finding Bolin hiding inside a trailer. He is due to be released again in 2016.

HAZELWOOD TAXI

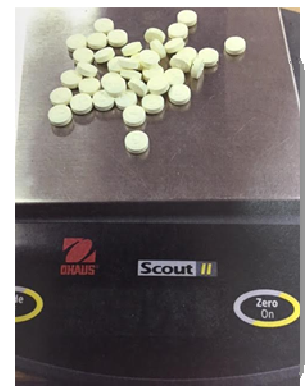
Hazelwood Taxi has operated out of a building on South Main Street in Waynesville for several years. Numerous investigations have been worked on their driver's and operations dating back to the early 2000's. This continued in 2015 when the U.N.I.T. initiated an operation in response to numerous complaints and Intel in reference to their involvement in selling drugs and or assisting those who sell drugs. During this operation, Det. Mitch McAbee began catching rides from the Hazelwood Taxi and forming a relationship with the drivers. After several operations and discussions about acquiring narcotics from the driver, Det. McAbee was able to make a purchase. Shanna Singleton, who was not only one of the drivers but also owners of the business, took Det. McAbee via the Taxi to a location on Jonathan Creek where she obtained narcotics (prescription pills) from a subject and then sold them to Det. McAbee. While she was inside obtaining the pills she left Det.



McAbee in the Taxi to watch her infant son. At the conclusion of this investigation, not only was Singleton arrested and charged but the Hazelwood Taxi, which is regulated by the Waynesville Police Department, was also held accountable. At this time, Hazelwood Taxi can no longer operate inside the city limits of Waynesville.

ROUND-UP

In April, the U.N.I.T. concluded several months of investigations that included controlled purchases of meth, heroin, and pills. Upon the conclusion of this investigation, 65 charges were filed on 13 people who were arrested for the sale and distribution of illegal drugs in Haywood County. Some of the individuals arrested included Jimmy Miller, Brandy Bradley, Bianca Rich, Michael Lettner, Anthony Price, and Charles Otis Brooks, along with others that have already been mentioned.



METH LABS

In 2015, The U.N.I.T. also addressed several reports of subjects manufacturing methamphetamines in Haywood County. These investigations include analyzing data collected through Nplex, a database that documents the purchase of Pseudoephedrine. By tracking this information and identifying subjects that are suspected of cooking meth the U.N.I.T. was able to locate a total of three fully operational meth labs in addition to several pre-cursor cases.

SHULER METH LAB – In early 2015, Brian Shuler and his family were living on Lewis Drive in the Balsam area of Haywood County. This residence has been the source of numerous complaints and concerns from neighbors for several months. After several months of investigation, the U.N.I.T. executed a Search Warrant at the residence and located a meth lab in operation. Also located was a firearm in the residence. Brian Shuler, Shana Dills, Larry Shuler, and Darlene Shuler were all charged in connection to this case. In September, Brian Shuler was sentenced to 6 years in prison. The other co-defendants were given probation.

BROOKSIDE METH LAB – After several months of tracking the purchases of pseudoephedrine by several individuals, a knock and talk led to the discovery of a meth lab on Brookside Drive in Canton. Not only did it lead to this discovery, but it also connected 4 individuals together that the U.N.I.T. had been tracking separately. Phillip Heath Kent, Melanie Creson, Terry Glance, Justin Hensley were arrested and charged with Manufacturing Methamphetamines. This meth lab was fully operational and in the final stages of the manufacturing process. Some of these subjects have lengthy criminal histories and have been involved in numerous arrests and other incidents in Haywood County. This case is pending awaiting trial. Those charged in this case are facing up to 14 years in prison.

RAYMOND FRANK METH LAB – Raymond Frank came to Haywood County after being released from Prison in Texas. There, he spent over 10 years in prison for burglary and other drug charges. His post release parole was transferred to Haywood County in 2015 where he came to live with his elderly parents. He came to the U.N.I.T.'s attention in the summer of 2015 after a separate investigation brought his name to light. He then became a person of interest for the U.N.I.T. That led to the U.N.I.T. executing a search warrant at his parent's residence in Clyde. The U.N.I.T. had been assisting DSS on a home visit to check on the elderly parents of Frank when they found several items that were concerning. Based upon the plain view observations made a search warrant was written and executed by the U.N.I.T. Upon a search of the home, a meth lab was found in the basement where Frank had been living. Frank was arrested and charged. The U.N.I.T. has also worked with and notified N.C. Probation in hopes that Texas may revoke his post-release parole.

Meth Labs remain to be an area of concentration and concern for the U.N.I.T. The trend in the past several years has turned toward the "shake-n-bake" method. This method of cooking yields a smaller amount of methamphetamines but is easier to conceal and transport. An entire operation can be concealed in a book bag and consist of only small plastic bottles and tubing. By utilizing the Nplex data base and other investigative tools, the U.N.I.T. continues to track and attempt to intercept the cooking process of those who choose to make this their vocation.



ANGELA LOWERY

Lowery is an example of someone who was having a negative impact in Haywood County and the U.N.I.T. not having a clue who she was or what she was doing. Lowery was observed after several agents observed her meeting with subjects at a known drug location and exchanging items. She was stopped leaving the area, and upon doing so, found a trafficking amount of prescription pills as well as evidence that Lowery was selling pills. Upon further investigation, it was found that she was connected to several known dealers and suspects. It was also found that she was a significant supplier of pills to Haywood County.

CHRIS EVANS OVERDOSE INVESTIGATION

Chris Evans died on March 10th, 2015, at his home on Tyler Drive in Waynesville. His death was the result of an overdose of opiates according to the Medical Examiner's report. The U.N.I.T. was made aware of the suspicion behind his death by several concerned family members and friends. Upon further investigation several items of evidence were collected and an investigation was started into his death. Information pointed toward Kenneth Dewayne Moody and his son Kenneth Dewayne Moody Jr as the ones responsible for providing Evans with pills prior to his death. During this investigation, several controlled purchases of pills were made from Kenneth Dewayne Moody and Kenneth Dewayne Moody Jr. These purchases were made within a month of Evans death. In addition, a search warrant was executed at their residence where several guns were seized. Moody Jr. is a convicted felon and had made several admissions in reference to having guns in his home. Upon the completion of this search warrant, Moody Jr. and his father were interviewed. Moody Jr. admitted that he had sold pills to Evans in the past, including the day of his death. In addition, Moody Sr. made the same incriminating statements. In December Moody Sr. and Moody Jr. were arrested and charged in reference to this investigation. This included multiple counts of sale and delivery of a controlled substance, maintaining a dwelling, and possession of a firearm by a felon. It also includes delivery of a controlled substance to Chris Evans on the day before he passed away. This case will be taken to Grand Jury in early 2016, at which time additional charges will be taken out.

JONI RHODARMOR

In late 2014, Rhodarmor was arrested by the U.N.I.T. after numerous purchases of meth were made from her by an Undercover Officer. The U.N.I.T. had an additional encounter with Rhodarmor in November of 2015 when she was charged in connection to a prescription fraud case where she was obtaining prescription pain medicine by fraud. With the cooperation of the Pharmacy, the U.N.I.T. was able to make another solid case on Rhodarmor. She was charged with Trafficking in Pills and several additional drug charges. Her cases from 2014 and 2015 are still pending at this time.

RAYMOND SEAY

In July of 2015, Seay reported several medications stolen from his home in Clyde. Upon looking into this report the U.N.I.T. found several inconsistencies with his story and believed that Seay may have filed a false report in order to obtain additional pills. This turned out to be true. Upon further investigation, it was found that Seay not only lied about the larceny of his pills, but he was also selling prescription pain pills. The U.N.I.T was able to strengthen the case on Seay by making a purchase of pills from him within weeks of him making this false report. Raymond Seay was then arrested in a traffic stop after the U.N.I.T. was conducting surveillance on him and his activity. Upon arrest, he was found with a trafficking amount of pills in his possession. The mandatory minimum sentence for that charge alone is 70 months. Seay was also charged with Obtaining a Prescription by Fraud and filing a false police report. It was determined after his arrest that Seay was a significant source of prescription pills in our community.

JILL SUDDRETH

In late July, the DEA/SBI Diversion Unit requested the assistance of the U.N.I.T. with a Prescription Pill Investigation. At the time, the DEA was working with an informant on several cases and was directed to the activity of Jill Suddreth. At the time, Suddreth was a North Carolina Probation Officer assigned to Buncombe County, but had been out of work due to an injury. Suddreth had been in contact with the informant and had conversation about a pill transaction. This led to Suddreth arranging to purchase prescription pain pills from the informant and an undercover officer. Working together, with the DEA and SBI, the U.N.I.T. successfully conducted this operation and Suddreth was arrested. Upon her arrest, several other items of evidence were seized, including additional pills that were found in her possession upon her being processed at the Haywood County Detention Center. At this time her charges are pending. This is an example of the unfortunate reality of the world of prescription pain pill abuse and misuse. This addiction and specific drug problem does not discriminate.

SCOTT CROSBY

In early 2015, the U.N.I.T. completed a lengthy investigation into illegal gambling machines in Haywood County. The focus of this investigation was on machines running “Poker” and “Keno” games. These types of games are specifically listed in statute as illegal and were both popular and profitable games to play. In December of 2015, Scott Crosby, who had been charged by the UNIT for running numerous illegal games and locations, plead guilty in Haywood County Superior Court to three felony counts of running illegal poker games and operating these machines in Haywood County. This was a huge win for Law Enforcement in Haywood County, as well as the State of North Carolina. We hope that this conviction will assist in further investigations and cases that may present themselves.



GANG INVESTIGATION

In 2015, the U.N.I.T. along with other Investigation Divisions within Haywood County, began collecting information and investigating a group of individuals who had organized themselves as a gang. Several individuals have been identified as being involved in and taking part in activity associated and directed by this gang. This investigation is on-going as the U.N.I.T. continues to collect intel on a daily basis and look into their activity both past, present, and future. In 2016, the U.N.I.T. hopes to continue to address these subjects both as a group and individually in order to chip away at their structure and hierarchy.

DIONNE GRAY

In late December, the U.N.I.T. initiated a Prostitution Investigation after The T.A.C. Unit from WPD informed The U.N.I.T. about a location on Putnam Street where a female prostitute was living and operating her business. The T.A.C. Unit provided a complete file on Dionne Gray, along with those that had been visiting her at her home. Further investigation led the U.N.I.T. to conduct an Undercover Operation on December 29th, at which time, Gray was arrested. Gray had a prior conviction of prostitution in 2010 which upgraded the current charge to a Felony.



The Arrest and Cases made by the U.N.I.T. would not have been possible without the assistance of all Law Enforcement Agencies in Haywood County. From Intel Reports to vehicle stops, their assistance played an important role in the fight against those who supply our community with illegal drugs.

MULTI-AGENCY COOPERATION

Communication plays a vital role in the success of any Investigative Unit. In 2015 the U.N.I.T. received 170 Intel Reports reporting suspected drug activity. These Intel reports detail names, vehicles, locations, and any other pertinent information about the suspected area or person. A large majority of these Intel Reports are filled out by Officers and sent to the U.N.I.T. These reports have proved themselves to be a vital part of building successful cases. Many of the arrests made in 2015 came from following up on information gained from these reports.

In addition to Intel sharing, the U.N.I.T. calls on Officers to assist with traffic stops on a weekly and sometimes daily basis. This assistance has come from all agencies throughout the county. The most utilized group of Officers that the U.N.I.T. has called upon is the T.A.C. Unit from the Waynesville Police Department. This group of Officers has proven to be both reliable and successful in the assistance they have provided. While conducting surveillance and or working an areas of concern the U.N.I.T. identifies known drug dealers or suspects. Having the TAC Unit available to stop these vehicles and assist in these investigations has made a tremendous difference in 2015. Countless felony drug cases have been made in traffic stops made by the TAC Unit at the request of the U.N.I.T. This has been a perfect marriage that has been a benefit to the entire county. Throughout the year, they have been requested by the U.N.I.T. to assist in Canton, Clyde, Maggie Valley, and other locations throughout the county in order to assist in these cases. With their assistance in 2015, the number of arrests made by the U.N.I.T. significantly increased from 2014.



In addition, the U.N.I.T. has been able to assist other agencies in 2015 with resources and surveillance. One example of this would be the Cellebrite System that Sgt. Mease is certified to operate. This system has the capability to examine and obtain information from cell phones and other electronic devices that are seized as evidence. In 2015, Sgt. Mease examined over 65 phones for the U.N.I.T. and other Investigative Divisions. The process of examination takes several hours to complete and provides calls, text messages, pictures, and other information contained inside these devices.

The U.N.I.T. has also assisted other investigative divisions in Haywood County with surveillance, undercover operations, and equipment in 2015. These operations have included purchasing stolen property, gaining Intel of other crimes being investigated, and searching for fugitives. In November, the U.N.I.T.'s assistance was requested by the FBI as well as local agencies to assist in surveillance and the investigation into subjects believed to be responsible for several bank robberies and other crimes in and around North Carolina. This led to several days and numerous hours of surveillance that yielded valuable information and Intel into these subjects and their activity. On November 25th, 2015, while conducting surveillance, the U.N.I.T. followed the suspects leaving the Maggie Valley area. Upon doing so, they discovered that they were driving a stolen vehicle. They coordinated with the NCSHP as well as FBI and coordinated a vehicle stop with the suspect vehicle. After leading the NCSHP on a short chase, both subjects were arrested. Upon further investigation and a search warrant execution, it was discovered that these subjects were responsible for several Bank Robberies in the East Tennessee area. In addition, other crimes are being investigated that authorities believe they may be responsible for. This was a great example of local agencies working together. Members of the UNIT were humbled to have the opportunity to assist, in any way to the capture of these subjects.

The U.N.I.T. ended 2015 on January 31st by arresting a convicted felon attempting to sell several firearms. Working together with other investigative divisions, an undercover operation led to this arrest and the seizure of 14 total guns from Jeff Willis. It is the hope of the U.N.I.T. that the firearms that were seized will match up with those that have been stolen and possibly close open property crime investigations in Haywood County.

Going forward.....2016

In 2015, the U.N.I.T. accomplished many of the goals set out at the beginning of the year. However, there are still several individuals and areas that remain a concern for the taskforce. In 2016, The U.N.I.T. hopes to be successful in going after some of the subjects that have evaded arrest or significant punishment and continue to provide illegal drugs to our community. The U.N.I.T. will make it a priority to continue to strengthen communication with our fellow Law Enforcement Officers and Agencies. Communication is essential in having up to date and current Intel on this ever changing criminal element. Without the cooperation and assistance from everyone, any effort to combat the drug problem in Haywood County will fall short of the intended goal. The U.N.I.T. will continue to seek training and information to prepare and assist in building successful cases. Two things are ever changing, the law and the tactics used by criminals. The U.N.I.T. must work harder than the opposition in understanding and responding to these changes.

In addition, there are several areas of concern that have not been resolved. Neighborhoods like Fuller Circle, Carolina Avenue, Walnut Trail, and many other locations in Haywood County continue to suffer from nuisances and criminal activity. It will remain a priority to work together to rid these areas of their specific problems

The U.N.I.T. remains committed to being relentless in targeting those who victimize our community and hold hostage the lives of those addicted and consumed by drug use. The U.N.I.T. is thankful for the opportunity to be called upon and will strive in 2016 to be better, work harder, and accomplish more then we did in 2015.

“To Strive, To Seek, To Find, and not to Yield”

Ulysses

BY ALFRED, LORD TENNYSON



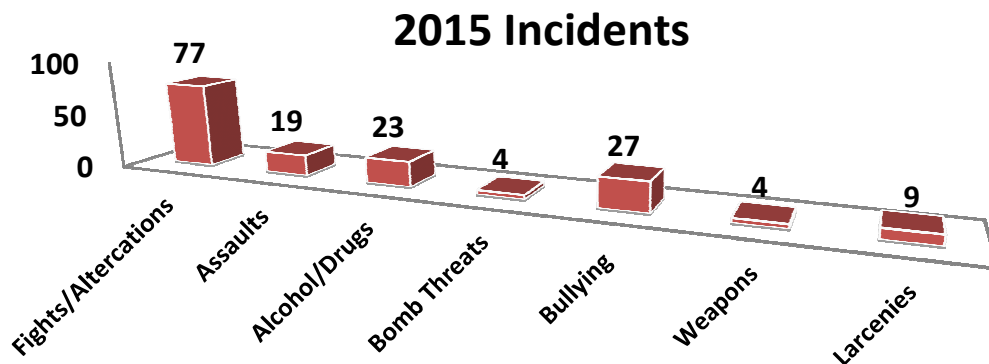
Waynesville Middle School

School Resource Officer



Officer Dave Clancy is Waynesville's School Resource Officer. He is permanently assigned to Waynesville Middle School and also works closely with Central and Hazelwood Elementary schools. Officer Clancy also is a resource for Haywood Academy which is within Waynesville Middle School and closely works with their staff. Officer Clancy is able to maintain a close relationship between the faculty and students. He is trained as both a law enforcement officer and a school resource provider. Officer Clancy's duties involve counseling, education and law enforcement. He is available to solve problems through interaction by combining counseling with education into traditional police work.

Officer Clancy works closely with school administration to enforce criminal laws and school policies through crime prevention, investigation, and arrest if necessary. During the 2015 year, there have been 77 fights/altercations, 19 assaults, 23 alcohol/drugs, 4 threats/bomb, 27 bullying incidents, 4 weapons on campus and 9 larcenies. A decision on a course of action for a student is made through a cooperative effort between school administrators and the SRO. Officer Clancy has also played an integral role in interagency coordination to assist students to take advantage of all of the resources our county has to benefit them and their families. This is a preventative measure to intervene early with high risk students. This close cooperation of school and police makes the students more accountable for their actions while maintaining safety for the faculty and students.



D.A.R.E.

Officer Dave Clancy and Officer Tyler Howell are responsible for presenting D.A.R.E. to 5th grade student at Central and Hazelwood Elementary Schools. D.A.R.E. Officers visit the student in the classroom for ten weeks in the fall or spring semester. D.A.R.E. Officers present a program that teaches good decision making skills, training and to resist peer pressure and refrain from drug use, violence, and other high-risk behaviors. This approach provides a highly visible presence to the students involved in D.A.R.E. and to the community. D.A.R.E. continues to be an important position within the police department and the Haywood County School system. As incidents of school violence increase across the country, Officer Clancy and Officer Howell are valuable assets to the schools in Waynesville.



PATROL DIVISION

Lt. Tim O'Neill

A Squad

Sgt. Messer

PO Dickey

**PO Ramsey
K9**

PO Hefner

CO Lowe

CO Mehaffey

B Squad

Sgt. Parton

**MO Benhart
K9**

PO Embler

PO Schick

CO Harris

CO Trantham

C Squad

Sgt. Moore

SO Carver

**PO Cogburn
K9**

PO Flesch

CO Trull

CO Mehaffey

D Squad

Sgt. Aldridge

MO Fox

**PO Blaylock
K9**

PO Whitley

CO Williams

CO Trantham

Auxiliary Officers and Tele-Communicators

Personnel

As in previous years, the Patrol Division faced many changes, challenges, and obstacles. Our challenges have come in the form of losing trained officers to other Divisions within the Department and to the retirement of veteran officers. Officers that are hired into the agency are required to undergo an extensive Field Training Program. The Field Training Officer Program was revised in 2013. The training was extended to focus on high liability areas of law enforcement. Each new recruit is required to go through a three day orientation period where Town and Department policies and procedures are covered before they begin the on the road training. The new recruits spend a total of three work cycles with a certified Field Training Officer (FTO). The recruits rotate to a new FTO every twenty eight (28) days. Once the three cycles are complete, the recruit completes a "Quasi Solo" Phase. The recruit handles all of the calls for service while the FTO Sergeant is dressed in plain clothes. The Sergeant evaluates the recruit for four 12 hour shifts. When the recruit completes Quasi Solo, he/she will then complete 40 hours in the Criminal Investigation Division. As a result of the extensive training program, this requires trainees and trainers to spend a minimum of six hundred sixteen (616) hours per new officer. Upon completion of the Field Training Program, the probationary officers are capable of handling a variety situations and incidents that they will encounter as an officer of The Waynesville Police Department. The ultimate goal of field training is to expose the probationary officer to as many varied situations as possible in the prescribed time under the controlled and evaluated circumstances.

The Field Training Officer is a vital link in the training of new officers. The FTO must have a minimum of two years law enforcement experience. He or she must be in good standing with the department and have excellent knowledge/understanding of departmental policies and procedures. The FTO must also possess an in-depth knowledge of local, state, and federal laws and must demonstrate positive interpersonal skills, and the ability to work and help others.

The FTO works directly with the probationary officer on the road, and in all the law enforcement situations they encounter. The FTO and trainee respond to the calls for service, conduct traffic stops, interact with others on campus, and perform the everyday duties of other certified and trained officers. The FTO provides training as well as relays his or her own personal experiences in law enforcement. Also, while training with the three different FTOs, the trainee receives multiple viewpoints for a more rounded and fulfilling training experience

Michael Blaylock, Derek Embler, Josh Schick and Michael Whitley were hired as full-time officers and are all proving to be valuable additions to the department. Blaylock, Schick, and Whitley have previous law enforcement experience with local law enforcement agencies. Michael Whitley has a great deal of experience in the area of Criminal Investigations. Josh Schick is already a certified Traffic Crash Reconstructionist. He is joining Sgt. Gilmore and Sgt. Vander Day on the Traffic Crash Reconstruction Team. He is currently in the Field Training Officer Program. Michael Blaylock comes to the department as a certified K-9 handler. Derek Embler joined the Waynesville Police Department after serving in the United States Marine Corps. We welcome these new Officers due to the retirement of several veteran Officers and Investigators.

In our 5 year planning projections, we see that many of the Command level positions, Dispatch Supervisor, and 2 dispatchers will have the opportunity to retire during this period of time. We continue to train persons to fill those positions through a comprehensive Succession Plan, which will help to ensure an efficient transition and promotional process.



Vehicles

There were no vehicle replacements during this budget year. This is part of the Assigned Vehicle Program. The vehicle replacements will begin in the Spring of 2016 and will continue on a set schedule outlined in the vehicle replacement program. During the last Fiscal Year, the Police Department saved approximately \$11,152 in fuel costs by utilizing Propane as an alternative fuel in our Patrol Vehicles. The Department used 16, 883 gallons of propane at a cost of \$24,302.10 (avg. cost per gallon was \$1.19) vs. 23,953 gallons of gasoline at a cost of \$55,842.68 (avg. cost per gallon \$2.10). The department should see an even greater savings in the future due to the issues surrounding installation and calibration of the new systems.



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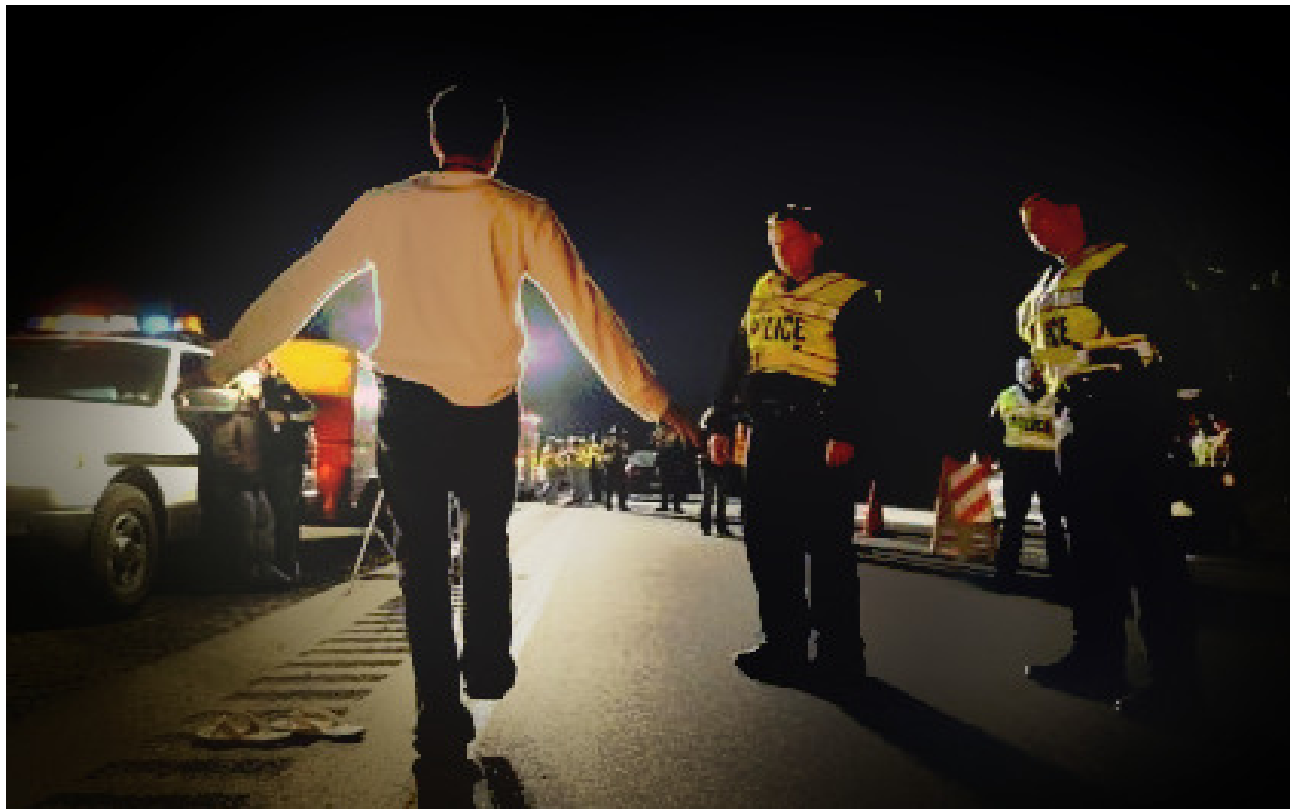
Traffic Programs

The department participated in all of the Governors Highway Safety Program Campaigns (GHSP) that was run during 2015. These programs were Click It or Ticket, Booze It and Lose It, and No Need to Speed. By participating in these campaigns, the Department earns points. The Department is then able to use the points to obtain traffic equipment. We were able to obtain In- Car Printers to equip all of our Patrol Vehicles to enable the officers to utilize the E-citation Program. The citations are printed in the car and then transmitted to the Clerk of Court via wireless internet. Lieutenant Tim O'Neill is the County Coordinator with GHSP. We have worked with Haywood Community College and their Criminal Justice Program to set up Driver Education and Impaired Driving events for them during Spring Fling. We have utilized the Convincer Crash Simulator, the Golf Cart and Impaired Driving Simulator Goggles from the Governors Highway Safety Program in order to conduct these presentations and events.



There were 423 traffic and driving complaints reported by the public to the department during 2015. This is compared to the 417 that were reported during 2014. Most calls are repeat callers in repeat areas. We have been able to combat a lot of the complaints due to the increased officers working traffic. The Waynesville Police Department combats some of the speeding problem by placing the "Speed Board" in the area that had most of the complaints. The Speed Board is a trailer that has radar and shows the speed of the vehicle as the car approaches the trailer. The speed is displayed in large red letters. This has helped to address a number of complaints in reference to traffic problems. The S.T.E.P. Program (Selective Traffic Enforcement Program) is also being utilized to deter motorists from speeding and to issue citations when appropriate.

The Waynesville Police Department has joined with Haywood and Jackson County agencies to form a DWI Task Force. We are working with the District Attorney's Office and MADD to combat the problem of Driving While Impaired. The Patrol Division, along with the TAC Unit, combined for 87 DWIs during 2015. This is a slight increase from the 81 DWIs in 2014. An average DWI offender commits the offense of DWI on an average of 80 times a year and at least once every three or four nights. We are combating impaired drivers with the high visibility patrol in areas and around business that serve alcoholic beverages. We will be vigilant in enforcing the DWI laws and discouraging impaired driving. For every DWI offender taken off of the road, someone's life just may have been saved.



HONOR GUARD

The Waynesville Police Department's Honor Guard represents our agency throughout the year with pride and respect. Officers who volunteer to serve on the Honor Guard have a special desire and commitment to represent our department at funerals, memorial services, as well as public ceremonies and events.



Honor guard details can vary from presenting the national colors at a ceremony, conference, or graduation to attending funerals of fellow law enforcement officers. Because details are generally staffed with members who are off-duty, members often make significant personal sacrifice to work a detail. Honor guard members willingly make personal sacrifices in order to show the honor law enforcement officers deserve at their funeral or memorial service. The purpose of the Honor Guard can best be summarized with Respect, Honor, and Remembrance:

RESPECT – The Honor Guard shows respect for the profession of law enforcement and the overall belief in a free society that is protected by men and women who share the common bond of serving their community. The unit often presents and posts the National Colors for opening ceremonies and community events, which allows the unit an opportunity to publicly display our commitment to the freedom that our American Flag stands for.

HONOR – In honor of those who have died, dedicated to those who live and serve, the Honor Guard attends memorial and funeral services for their brothers and sisters in law enforcement who pass away. While the highest honors are reserved for those who pay the ultimate sacrifice and die in the line of duty, the unit honors the lives of those who have served regardless of department, rank status, color of uniform, shape of their badge, or manner of their death. The Honor Guard is there to guard their honor, to guard the honor of the profession, and takes pride in “being there” for the families, both immediate and extended, of the fallen officer.

REMEMBRANCE – “We never walk alone” resonates in the hearts of all law enforcement and public service. Preserving peace in a free society requires men and women to put themselves in harms way, and serve with the knowledge that at any time they may need to pay the ultimate sacrifice. The Honor Guard makes sure that “we will never forget” those that have paid the ultimate sacrifice – including the family of the fallen officer as they have truly paid the invisible sacrifice.

Members of the Waynesville Police Department Honor Guard never serve for personal recognition; rather serve on behalf of all members of the profession that we represent. They do that job that most do not or cannot do. They work hard and strive to serve in the most professional, dignified and honorable manner possible. The Honor Guard is immune to the color of the uniform, the shape of the badge, the rank, the politics, or even the circumstances of death – because the Honor Guard is there to represent and honor the unity of the profession as a whole.



Training Facilities

Physical fitness continues to be a major focus of not only the agency, but the individual Officers. The department has provided incentive and opportunity for fitness training, but it is the individual Officers that have shown the commitment and dedication to remain physically fit and meet the expectations of the job. In addition to overall strength and cardio fitness, we also place an emphasis on practical subject control and self defense techniques. In order to meet these goals and demands, the department worked with the Haywood Electric Membership Corporation to secure a fitness facility in the old HEMC warehouse on North Main Street. This facility provides an off-site location for Officers to not only work out, but to develop and practice handcuffing techniques, ground fighting skills, and other beneficial skills to improve Officer Safety.



Training

The Waynesville Police Department places a high priority on remaining current in all aspects of training. Our Career Development Program reflects this commitment by requiring Officers to obtain a high degree of education and training in the pursuit of obtaining their General, Intermediate and Advanced Certificates from the North Carolina Training and Standards Division. The Career Development Program provides an extensive set of requirements and guidelines for each Officer or Investigator to follow in order to earn advancement within the organization. Each step of the program requires completion of requisite training topics, education, time in service, and community service.

Our Dispatchers also have a Career Development Plan, which enables them to earn advancement through a comprehensive program. The Career Development Programs are attached to this report.

All agency Officers completed the state mandated in-service training courses in 2015. The required courses consisted of Blood Borne Pathogens, Firearms Training and Qualification, Juvenile Minority Sensitivity Training, Hazardous Materials, Domestic Violence, Legal Updates, Officer Safety-Use of Force Overview, Rapid Deployment-Active Shooter Response, Law Enforcement Intelligence, and Emotional Survival. In addition to the regular in-service training, the federal government required all emergency services workers to receive training in disaster management. All officers meet Federal standards and our agency is in full compliance.

Our Dispatchers are also required to meet In-Service Training requirements set forth by the Standards Commission. In 2015, each of our Dispatchers completed mandated training in the areas of Crisis Negotiation, Interpersonal Communication, Emotional Survival, and Tactical Dispatch.

The department is partnered with the Haywood Community College to further ensure the training needs of our officers. Several of our officers currently instruct training courses at the college in both the Basic Law Enforcement Training program and mandated In-Service Training.



Waynesville Police Department
General Order



Effective Date: November 04, 2004		Number:
Career Development Program		
Distribution: All Personnel	Related CALEA Standards: 23.1.5, 23.3.3, 23.3.8, 23.3.10, 23.3.13, 23.4.1	

PURPOSE:

To establish guidelines and requirements for the promotions and advancements in rank with the Waynesville Police Department.

**Career Development Program
(Revised February 1, 2014)**

Patrol Division

I. Probationary Police Officer

- A. Basic Law Enforcement Training
 - 1. Complete the Field Training Program
 - 2. Obtain ASP and OC Certification

Upon successful completion of core training and 6 months on the job as full time Officer, the employee will be moved to Police Officer 1 and receive a 5 percent pay increase.

II. Police Officer - Police Officer I

To be advanced to Police Officer 2 the employee must complete the following training courses totaling 176 hours and have at least 2 years certified Law Enforcement experience.

- 1) Intoxilyzer Training (40 Hours)
- 2) Standardized Field Sobriety Testing (24 Hours)
- 3) Report Writing (8 Hours)
- 4) Radar Certification (40 Hours)
- 5) 64 Hours In-Service Training

Upon successful completion of required training and time in service, the employee will be advanced to Police Officer 2 and receive a 5 percent pay increase.

III. Police Officer - Police Officer 2

To be advanced to Police Officer 3 the employee must complete the following training courses totaling 168 hours and have at least 4 years certified Law Enforcement experience.

- 1) Community Policing (24 hours)
- 2) Defensive Driving (40 hours)
- 3) Crime Scene Processing (24 hours)
- 4) Traffic Crash Investigation (16 hours)
- 5) 64 Hours of In-Service Training
- 6) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Police Officer 3 and receive a 5 percent pay increase.

IV. Police Officer - Police Officer 3

To be promoted to Senior Officer the employee must successfully complete the following training courses totaling 184 hours, have at least 6 years certified Law Enforcement experience.

- 1) North Carolina Justice Academy's Police Law Institute (80 hours)
- 2) North Carolina Justice Academy's Interviewing and Interrogation (40 hours)
- 3) Awarded the North Carolina Intermediate Certification (through NC Criminal Justice Training Standards Commission)
- 4) 64 hours In-Service training
- 5) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be promoted to Senior Police Officer and receive a 5 percent pay increase.

V. Senior Police Officer

To be advanced to Senior Officer 2 the employee must complete the following training courses totaling 168 hours and have at least 8 years certified Law Enforcement experience.

- 1) Field Training Officer (40 hours)
- 2) Officer Safety (40 hours)
- 3) Active Shooter Training and Updates (24 hours)
- 4) 64 hours In-Service training
- 5) 12 hours of documented charitable non-compensated community service
- 6) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Senior Police Officer 2 and receive a 5 percent pay increase.

VI. Senior Police Officer 2

To be advanced to Senior Officer 3 the employee must complete the following training courses totaling 164 hours and at least 10 years certified Law Enforcement experience.

- 1) First Line Supervision (40 hours)
- 2) 60 hours of elective position applicable courses (60 hours)
** 20 hours must be Tactical Training
- 3) 64 hours In-Service Training
- 4) 12 hours of documented charitable non-compensated community service
- 5) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Senior Police Officer 3 and receive a 5 percent pay increase.

VII. Senior Police Officer 3

To be promoted to Master Officer the employee must successfully complete the following training courses totaling 164 hours and have at least 12 years certified Law Enforcement experience.

- 1) Instructor Certification (80 hours)
- 2) 20 hours of elective position applicable courses (20 hours)
- 3) 64 hours In-Service Training
- 4) Awarded the North Carolina Advanced Certification (through NC Criminal Justice Training Standards Commission)
- 5) 12 hours of documented charitable non-compensated community service
- 6) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be promoted to Master Police Officer and receive a 5 percent pay increase.

VIII. Master Police Officer

To be advanced to Master Officer 2 the employee must complete the following training courses totaling 172 hours and have at least 14 years certified Law Enforcement experience.

- 1) Police Law Institute Refresher (24 hours)
- 2) Advanced Field Training Officer (24 hours)
- 3) 60 hours of Leadership Courses (60 hours)
- 4) 12 hours of documented charitable non-compensated community service
- 5) 64 hours In-Service Training
- 6) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Master Police Officer 2 and receive a 5 percent pay increase.

IX. Master Police Officer 2

To be advanced to Master Officer 3 the employee must complete the following training courses totaling 172 hours and have at least 16 years certified Law Enforcement experience.

- 1) Complete a Community Based Project and present the project to the Command Staff. (80 hours)
- 2) Complete ICS 100, 200, 700, 800 (24 hours)
- 3) 64 hours In-Service Training
- 4) 12 hours of documented charitable non-compensated community service
- 5) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Master Police Officer 3 and receive a 5 percent pay increase.

X. Master Police Officer 3

Master Police Officer 3 is the highest rank that can be attained at the Waynesville Police Department unless the employee decides to enter the competitive process for promotion to Sergeant.

XI. Sergeant

Promotion to Sergeant is attained by application and participating in a competitive selection process. To determine if you qualify to be eligible to apply for promotion to Sergeant see Waynesville Police Department Standard Operating Procedures Manual section "Promotion to Sergeant". The raise in pay given as part of the promotion to Sergeant will be based upon the current salary plus 5 percent increase. A sergeant who is promoted prior to completing all steps up to Master Police Officer 3, can still attain those step raises by completing all the training and projects from the level at which they were promoted from through Master Police Officer 3.

To be advanced to Senior Sergeant the employee must successfully complete the following training courses and have 5 years as a Sergeant.

- 1) Field Training Officer Supervisor (20 hours)
- 2) New Sergeants Course (24 hours) Must be completed in first year
- 3) Management Develop Program or Masters, MPA or equivalent (approximate 440 hours)
- 4) 64 hours In-Service Training
- 5) No disciplinary suspensions for previous one year****

Upon successful completion of required training and 5 years as Sergeant, the employee will be advanced to Senior Sergeant and receive a 10 percent pay increase.

XII. Senior Sergeant

This is the highest level for a Sergeant. In order to progress pass this level, the Senior Sergeant would need to apply for a Lieutenants position when there is an opening and participate in the competitive selection process.

Criminal Investigations Division

For those employees who desire to laterally transfer to the Criminal Investigation Division, there will be an equal opportunity to achieve advancements and promotions. Training will be more directly focused on Criminal Investigative needs.

XIII. Detective 2

Entry level Detective. The qualifications to be eligible to do a lateral transfer to the Criminal Investigation Division are listed in the Waynesville Police Department Standard Operating Procedure Manual section "Lateral Transfer Policy". In addition the applicant must have completed the requirements of Police Officer 1 and achieved the rank of Police Officer 2.

To be promoted to Detective 3 the employee must complete the following training courses totaling 168 hours and have at least four years certified Law Enforcement experience.

- 1) Traffic Crash Investigation (16 hours)
- 2) Defensive Driving (40 hours)
- 3) Community Policing (24 hours)
- 4) Investigator IAI or equivalent (48 hours)
- 5) 40 hours In-Service Training
- 6) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Detective 3 and receive a 5 percent pay increase.

XIV. Detective 3

To be advanced to Senior Detective the employee must complete the following training courses totaling 184 hours and have at least six years certified Law Enforcement experience.

- 1) PLI (80 hours)
- 2) Interview and Interrogation (40 hours)
- 3) IAI Elective hours (48 hours)
- 4) 16 Hours In-Service Training
- 5) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Senior Detective and receive a 5 percent pay increase.

XV. Senior Detective

To be advanced to Senior Detective 2 the employee must complete the following training courses totaling 256 hours and have at least eight years certified Law Enforcement experience.

- 1) Field Training Officer (40 hours)
- 2) Officer Safety (40 hours)
- 3) Tactical Courses (16 hours)
- 4) Achieve Crime Scene Analyst IAI (96 hours)
- 5) 64 hours In-Service Training (may be applied toward Analyst training)
- 6) No disciplinary suspensions for previous one year****
- 7) 12 hours of documented charitable non-compensated community service

Upon successful completion of required training and time in service, the employee will be advanced to Senior Detective 2 and receive a 5 percent pay increase.

XVI. Senior Detective 2

To be advanced to Senior Detective3 the employee must successfully complete the following training courses totaling 164 hours and at least 10 years certified Law Enforcement experience.

- 1) First Line Supervision (40 hours)
- 2) IAI Electives (24 hours)
- 3) Recertification IAI (80 hours)
- 3) 20 Hours In-Service Training
- 4) No disciplinary suspensions for previous one year****
- 5) 12 hours of documented charitable non-compensated community service

Upon successful completion of required training and time in service, the employee will be advanced to Senior Detective 3 and receive a 5 percent pay increase.

XVII. Senior Detective 3

To be promoted to Master Detective the employee must successfully complete the following training courses totaling 168 hours and have at least 12 years certified Law Enforcement experience.

- 1) Instructor School (80 hours)
- 2) IAI electives (24 hours)
- 4) 64 hours In-Service Training
- 5) Awarded the North Carolina Advanced Certification (through NC Criminal Justice Training Standards Commission.
- 6) No disciplinary suspensions for previous two years****
- 7) 12 hours of documented charitable non-compensated community service

Upon successful completion of required training and time in service, the employee will be advanced to Master Detective and receive a 5 percent pay increase.

XVIII. Master Detective

To be advanced to Master Detective 2 the employee must complete the following training courses totaling 188 hours and have at least 14 years certified Law Enforcement experience.

- 1) PLI Refresher (24 hours)
- 2) Advanced Field Training Officer (24 hours)
- 3) Leadership Course Elective (60 hours)
- 4) Specialized Courses (80 hours)
- 5) Achieve Senior Crime Scene Analyst (IAI) or equivalent (144 hours)
- 6) 12 hours of documented charitable non-compensated community service

Upon successful completion of required training and time in service, the employee will be advanced to Master Detective 2 and receive a 5 percent pay increase.

XIX. Master Detective 2

To be advanced to Master Detective 3 the employee must complete the following training courses totaling 168 hours and have at least 16 years certified law enforcement experience.

- 1) Complete a Community Based Project and present the project to the Command Staff. (80 hours)
- 2) Complete ICS 100, 200, 700, 800 (24 hours)
- 3) 64 hours In-Service Training
- 4) 12 hours of documented charitable non-compensated community service
- 5) No disciplinary suspensions for previous one year****

Upon successful completion of required training and time in service, the employee will be advanced to Master Detective 3 and receive a 5 percent pay increase. This represents the Highest rank a Detective can attain without becoming a Sergeant.

XX. Master Detective 3

Master Detective 3 is the highest rank that can be attained at the Waynesville Police Department unless the employee decides to enter the competitive process for promotion to Sergeant.

XXI. Detective Sergeant

Detective Sergeant will be assigned to Criminal Investigations Division through a selection process. The person selected will have at least 1 year experience as a Sergeant prior to being assigned to Criminal Investigations Division.

Upon selection as the Detective Sergeant, courses must be taken to complete the IAI Crime Scene Investigators Certificate or equivalent. This certification will be attained within 2 years of being placed into the position.

To be advanced to Senior Sergeant the employee must successfully complete the following training courses and have 5 years as a Sergeant

- 1) FTO Supervision (20 hours)
- 2) New Sergeant Course (24 hours)
- 3) Management Develop Program or Masters, MPA or equivalent (approximate 440 hours)
- 4) 64 hours In-Service Training
- 5) Crime Scene Inv. Certificate IAI or equivalent (48 hours)
- 6) No disciplinary suspensions for previous one year****

XXII. Senior Detective Sergeant

This is the highest level for a Sergeant. In order to progress past this level, the Senior Detective Sergeant would need to apply for a Lieutenants position when there is an opening and participate in the competitive selection process.

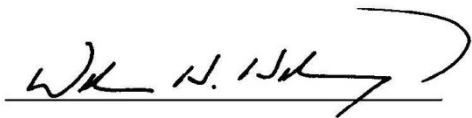
Officers must maintain all certifications required to attain a position. Any officer that is unable to maintain certain certifications due to a job description within the agency will be required to attain that certification once they transfer to a position in which the certification is applicable within one year.

* Continuous law enforcement experience is defined as no break in service (no lapse in certification) with a law enforcement agency exercising full arrest powers based on full-time service.

** If supervisor rates officer lower than 80%, the officer is given 90 days to correct and improve performance related issues

*** Merit increase will be withheld if community service is not maintained on a yearly basis

****Any disciplinary suspension will be evaluated by the staff on a case-by-case basis for final determination.

A handwritten signature in black ink, appearing to read 'W. Hollingsed', is written over a horizontal line.

William Hollingsed
Chief of Police

Waynesville Police Department

General Order



Effective Date: November 04, 2004		Number:
Career Development Program (Dispatch)		
Distribution: All Personnel	Related CALEA Standards: 23.1.5, 23.3.3, 23.3.8, 23.3.10, 23.3.13, 23.4.1	

PURPOSE:

To establish guidelines and requirements for the advancements in job description levels with the Waynesville Police Department.

Career Development Program

(Revised January 14, 2015)

Dispatch

I. Probationary Dispatcher

A. Hired as probationary Dispatcher

1. Complete DCI Training
2. Complete CJ Leads and NC Aware Training

Upon successful completion of core training and 6 months on the job as full time Dispatcher, the employee will be moved to Dispatcher 1 and receive a 5 percent pay increase.

II. Dispatcher I

To be advanced to Dispatcher 2 the employee must complete the following training courses totaling 80 hours and have 2 years as a Dispatcher 1

- 1) Core Training (46hrs)
- 2) Successfully complete each years in-service training (32hrs)
- 3) 2 hours of Elective Training (2)

Upon successful completion of required training and 2 years as Dispatcher 1, the employee will be advanced to Dispatcher 2 and receive a 5 percent pay increase.

III. Dispatcher 2

To be advanced to Dispatcher 3 the employee must complete the following training courses totaling 98 hours and have 2 years as a Dispatcher 2

- 1) ICS 100, 200, 700, and 800 (16 hours)
- 2) Successfully complete each years in-service training (32hrs)
- 3) DCI Recertification (2hrs)
- 4) Telecommunicator Certification (48 hours)
- 5) No disciplinary suspensions for previous two years****

Upon successful completion of required training and 2 years as Dispatcher 2, the employee will be advanced to Dispatcher 3 and receive a 5 percent pay increase.

IV. Dispatcher 3

To be promoted to Senior Dispatcher the employee must successfully complete the following training courses totaling 90hours, have 2 years as a Dispatcher 3

- 1) Southern Software Users Conference (24hrs)
- 2) Handling Suicide Callers (8hrs)
- 3) Power Phone Certification (16hrs)
- 4) Successfully complete each years in-service training (32hrs)
- 5) DCI Recertification (2)
- 6) Report Writing or Equivalent (8hrs)
- 7) No disciplinary suspensions for previous two years****

Upon successful completion of required training and 2 years as Dispatcher 3, the employee will be promoted to Senior Dispatcher and receive a 5 percent pay increase.

V. Senior Dispatcher

To be advanced to Senior Dispatcher 2 the employee must complete the following training courses totaling 82 hours and have 2 years as a Senior Dispatcher

- 1) Successfully complete each years in-service training (32hrs)
- 2) DCI Recertification (2 hours)
- 3) Emergency Police Dispatch Certification (24hrs)
- 4) Emergency Medical Dispatch Certification (24hrs)
- 5) 8 Hours of Electives
- 6) No disciplinary suspensions for previous two years****

Upon successful completion of required training and 2 years as Senior Dispatcher, the employee will be advanced to Senior Dispatcher 2 and receive a 5 percent pay increase.

VI. Senior Dispatcher 2

To be advanced to Senior Officer 3 the employee must complete the following training courses totaling 74 hours and have 2 years as a Senior 2

- 2) Successfully complete each years in-service training (32hrs)
- 2) DCI Recertification (2 hours)
- 3) NENA Courses (or other approved companies) (24hrs)
- 4) Supervisory Classes (24hrs)
- 5) 8 Hours of Elective Classes
- 6) No disciplinary suspensions for previous two years****

Upon successful completion of required training and 2 years as Senior Dispatcher 2, the employee will be advanced to Senior Dispatcher 3 and receive a 5 percent pay increase.

VII. Senior Dispatcher 3

To be promoted to Master Dispatcher the employee must successfully complete the following training courses totaling 74 hours, have 2 years as a Senior Police Officer 3

- 1) Successfully complete each years in-service training (32hrs)
- 2) DCI Recertification (2 hours)
- 3) APCO Training Classes (or other approved companies) (24hrs)
- 4) Next Generation 911 Training (24hrs)
- 5) 8 Hours Electives
- 5) No disciplinary suspensions for previous two years****

Upon successful completion of required training and 2 years as Senior Dispatcher 3, the employee will be promoted to Master Dispatcher and receive a 5 percent pay increase.

VIII. Master Dispatcher

To be advanced to Master Dispatcher 2 the employee must complete the following training courses totaling 74 hours and have 2 years as a Master Dispatcher

- 1) Successfully complete each years in-service training (32hrs)
- 2) DCI Recertification (2 hours)
- 3) 24 hours of Leadership / Management Courses (24 hours)
- 4) Technology Updates (24hrs)
- 5) 8 Hours Electives
- 6) No disciplinary suspensions for previous two years****

Upon successful completion of required training and 2 years as Master Dispatcher, the employee will be advanced to Master Dispatcher 2 and receive a 5 percent pay increase.

The only available advancement beyond this point is to be appointed the Supervisor of Dispatch. This position will be appointed by the Chief of Police or his designee and will come with a 5 percent pay increase.

The Police Department has entered into a partnership with the North Carolina Justice Academy in order to bring highly sought after training courses to the Police Department. Many of the courses offered by the NC Justice Academy are required by the Waynesville Police Department's Career Development Program. Unfortunately, many of these required courses are offered at random times and only through the Salemburg Campus, which is on the east end of the state. By partnering with the Justice Academy, we are able to offer these courses here at the Police Department. This negates the issue of travel and housing expenses for our Officers. We have also opened these courses up to other western North Carolina Law Enforcement agencies to assist in their training needs as well. The courses that have been offered at the Police Department include K9 Law Updates, Warrantless Searches, and the Police Law Institute.



Calls for Service

In **2015**, The Waynesville Police Department responded to **24,030** calls for service. The graph below highlights the various types of calls that were answered by Officers during the year. Waynesville Police Officers made **1,369 Arrests** and **1,134 Citations** were issued. **90 DWI Arrests** were made and the officers completed **765 Incident Reports**.

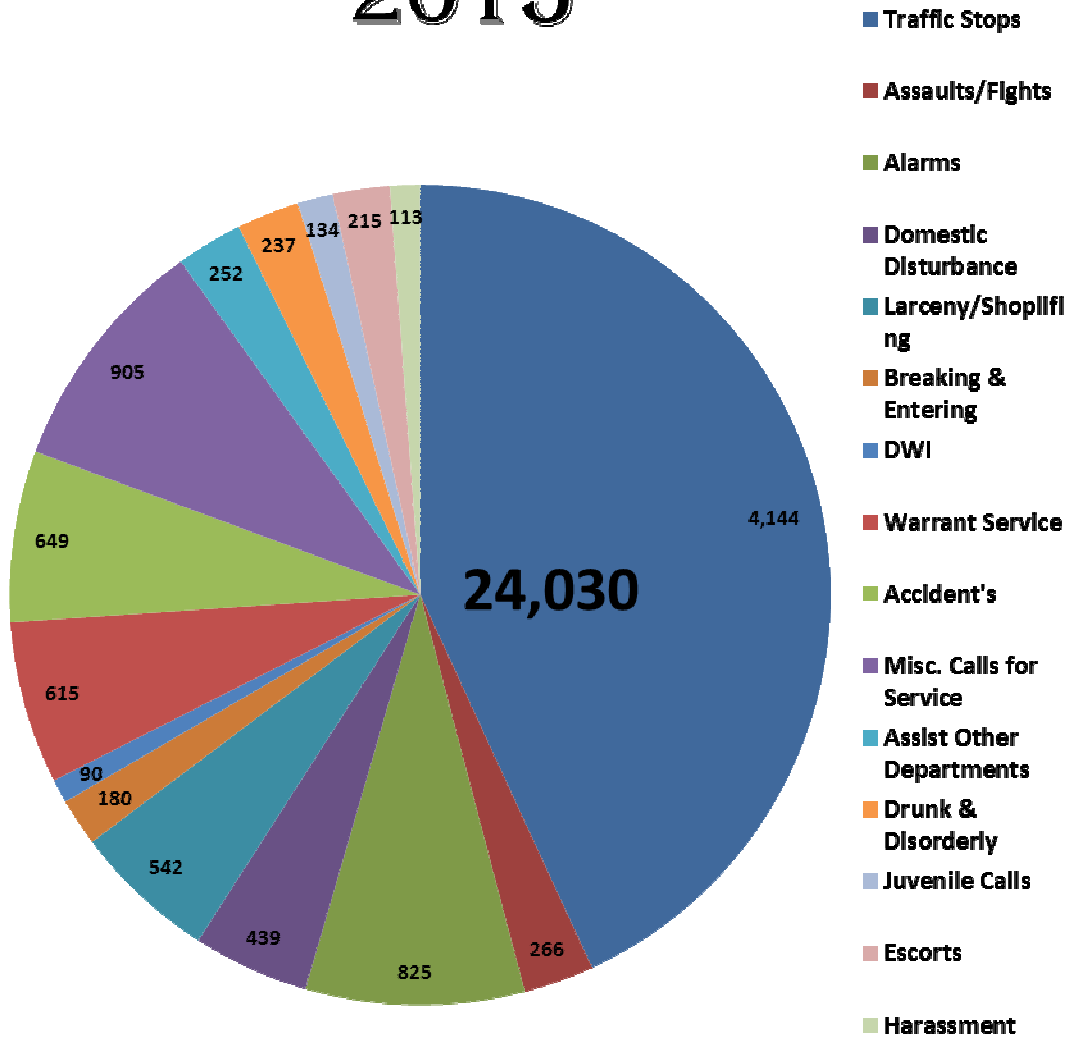
Call Type

2015

Accident - Personal Injury	101
Accident - Property Damage	548
Alarm's - Residential & Business	825
Assault's	87
Assist other Departments	252
Breaking & Entering	180
Domestic Disturbance	439
Drunk & Disorderly	237
DWI	77
Escorts	215
Fights	179
Harassment	113
Juvenile	134
Larceny	373
Shoplifter	169
Misc. Calls for Service	905
Traffic Stops	4,144
Citations Written	1,135
Warrant Service	615

**** Calls for service indicate the number of calls that officers responded to in 2015. The Uniform Crime Index reflects data from Incident Based Reporting that The State Bureau of Investigations publishes.**

2015



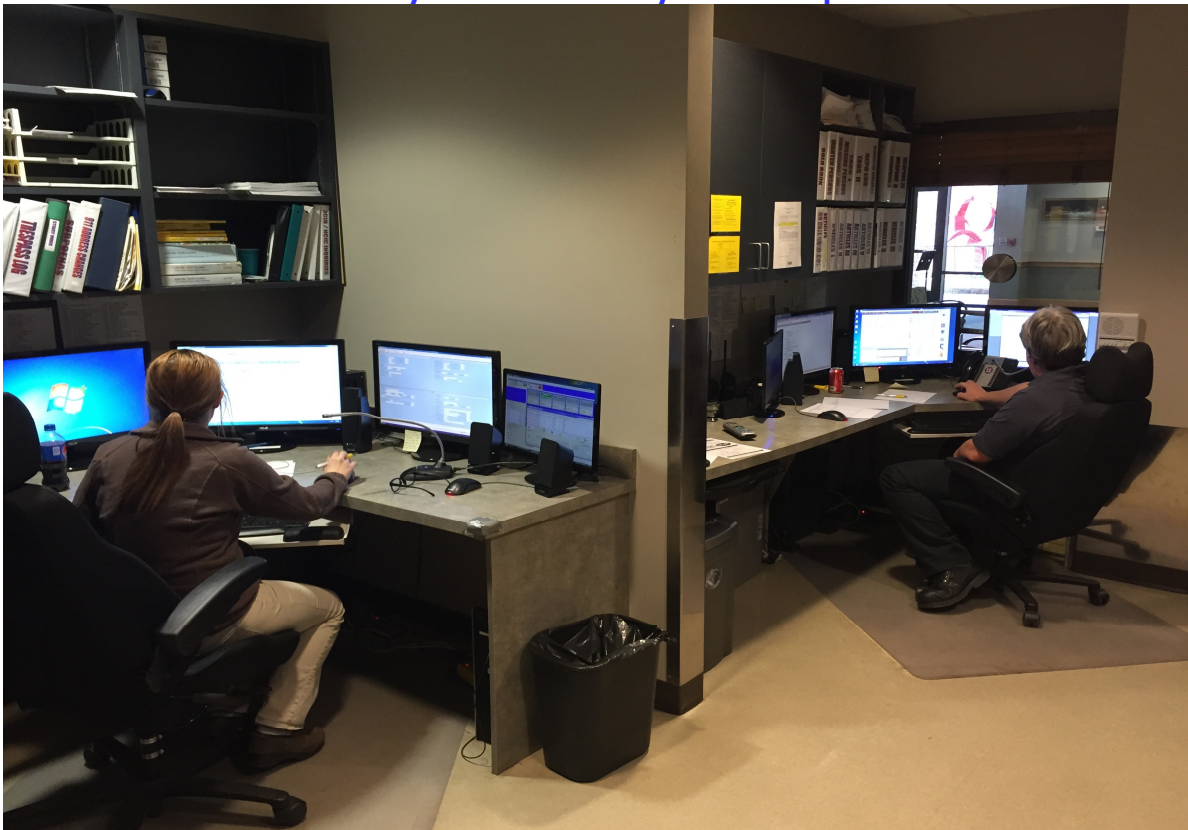
Communications Section

The Waynesville Police Department Communications dispatch all police calls for service. In 2015, there were 24,030 police calls dispatched.

The dispatchers are also responsible for all walk-in traffic and general inquiries from the public. All after-hours calls for Public Works are handled by our dispatchers. All dispatchers are certified through the NC Training and Standards Commission, Division of Criminal Information. The Police Department had some changes in Communications. Sarah Mehaffey resigned and took on a new career. Brittany Trantham was hired as a Full-time Dispatcher and she rotates between B & D Squads. Ashley Creason made a career change from working as a Full-time Dispatcher to working Part-time in Criminal Investigations. Janna Mehaffey was also hired as a Full-time Dispatcher and has been training over the past three months and she will be rotating between A & C Squads. Waynesville employs 4 full-time Dispatchers serving on an assigned squad and 2 full-time Dispatchers that rotate between squads:

Sherry Burnette-Lowe	A-Squad
Ricky Harris	B-Squad
Shelia Trull	C-Squad
Alan Williams	D-Squad
Brittany Trantham	B & D Squad
Janna Mehaffey	A & C Squad

Brittany Trantham & Ricky Harris B-Squad



Administrative Assistant

The position of Administrative Assistant provides highly responsible and confidential complex clerical support for the Chief of Police and administrative staff within the Waynesville Police Department. The Administrative Assistant greets and assists the public. She is also tasked with payroll, personnel, BLET Sponsorships, and scheduling the required hours for interns to complete his or her internship program. The Administrative Assistant maintains the personnel files for the employees of the department which includes training certificates, letters of commendation and in-service documentation. It is imperative that the personnel files meet Criminal Justice Standards Commission requirements. Criminal Justice Standards Commission audits the files and the agency can be held out of compliance. The Personnel files were audited in January, 2015 and the files met all requirements.

This position requires knowledge of the North Carolina Criminal Justice Training and Standards Commission, Waynesville Police Department Policies and Procedures, Town of Waynesville Ordinances, NC General Statutes, Juvenile Laws and the ability to interpret the policies and procedures in making administrative decisions as appropriate.

Another important task for the Administrative Assistant is the hiring process, which includes background investigations, contacting employment/personal and family references; testing, advising potential candidate's instructions on completing online BRAINS Assessments, scheduling of Polygraphs and Psychological Evaluations and submitting all paperwork to Criminal Justice Training and Standards Division. The Waynesville Police Department strives to select the best candidates for employment. Being thorough with this procedure can be an arduous process in compiling the candidates' profile for the board's review.

During 2015, the Administrative Assistant held several hiring processes for both Police Officer and Telecommunicator positions, and sponsored several students to attend BLET. Other essential duties include updating The Waynesville Police Departments Policy Manuals as policies change, the Capital, the Operating Budget, State Compliance Reports and the Annual Report. The Administrative Assistant position serves as the "go to person" for the department, the public and other government agencies.

The Administrative Assistant is a Certified Telecommunicator and filled in several shifts during 2015 upon the resignations and shortage of Dispatchers. The Administrative Assistant also serves as the ATAC (Assistant Terminal Agency Coordinator) for the department with DCI (Division of Criminal Information). The ATAC observes DCI users while completing his/her DCI test, which is required in order for the user to maintain his or her certification. The ATAC also resets passwords and provides officers with officer sensitive materials and provides up-dates to the dispatchers. As the Assistant TAC for the department, DCI requires 8 hours mandated training yearly in addition to the 16 hours mandated in-service training which is required to maintain the Telecommunicator Certification. 2015 was a very busy year.

Records Section

The Records Section serves the citizens of Waynesville in a variety of ways. Kristie Holcombe is our Records Clerk. In addition to receiving and responding to numerous phone calls and inquiries, Kristie routinely responds to requests for Police Incident Reports, Accident Reports, and Arrest Reports. Reports are provided to agencies such as the District Attorney's office, Department of Social Services, Juvenile Justice, and Probation and Parole so that justice may be served and the public protected. Kristie provides requested reports for the media. Kristie routinely provides assistance to the public by working with insurance companies to assure that the documentation needed to restore or replace damaged or stolen property is readily available. We have the capability to email reports in a PDF format to persons that request reports. This saves the Town postage and printing fees, and allows the requesting party to receive the information in a timely manner.

Another important function of the Records Section is to ensure accurate, complete, and timely information processing into local, state, and federal crime databases. Routine audits of these systems ensure a high standard of accuracy within the section. The State Bureau of Investigation then compiles this information into detailed crime statistics broken down by agency and crime. This information is available through the SBI website at www.ncdoj.gov.

Kristie is also responsible for information sharing with the public through electronic means. This is accomplished by maintaining and updating our Facebook page. We utilize Facebook for public information announcements such as upcoming Operation Medicine Drop events, upcoming classes for the public and public safety alerts. In 2016 we are looking at adding Instagram and Twitter to our social media in an effort to better serve the public. Our website includes links to public safety websites as well as a wealth of information on the department and the Town of Waynesville. These are just a few of the ways we stay in touch with the public.

Kristie coordinates some of the efforts of our civilian volunteers. Our volunteers have been an invaluable asset to the department and have helped to scan thousands of reports for future reference. The volunteers have also assisted during various downtown festivals and events such as our annual food drive.

In 2015, the Town of Waynesville passed an ordinance requiring Pawn Shops and Secondhand Dealers to report their transactions immediately to Leads Online. Leads Online is a web service where law enforcement can log on and see pawn activity across the country. All agencies within Haywood County have access to this site, and the information shared is up to date and complete. This alleviates the need to have the records clerk and/or volunteers enter Pawn tickets into our local database, and assists investigators with tracking items that are being locally pawned. Stolen property is often pawned, and by tracking these items the department has been able to recover stolen property. Thanks to our new ordinance, more agencies have quicker access to our records and more property is recovered and arrests are made.

Kristie also provides a service to the public by fingerprinting persons that need a background check as a requirement for a job or certification. Fingerprints are done at the Waynesville Police Department on Wednesday and Friday by appointment.

Since the relocation of the Finance Department to the Hazelwood location, Kristie collects parking ticket fines and accounts for the monies collected as well as taking interdepartmental mail to its destination.

The Records Section is vitally important to keeping the Police Department running smoothly. The Records Department is one of the first contacts with the public, and we strive to maintain an efficient, effective, and positive image for the Police Department and the Town of Waynesville.

UNIFORM CRIME INDEX

State Bureau of
Investigation

Jan/29/2016

Summary-Based Reporting
Index Offenses by Month by Agency -
Including Manslaughter and Simple Assaults
2014 - 2015

Year	Offense	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
2014	Rape		1	1				2			1			5
2015	Rape				1								1	2
2014	Robbery		1						1	1			1	4
2015	Robbery				1		1				1			3
2014	Agg. Assault		1	1	2	1	2		4	2		6	1	20
2015	Agg. Assault	5	1	2	1	2	1	2	1	2	1	1	1	20
2014	Burglary	3	10	7	8	10	6	12	8	9	14	5	9	101
2015	Burglary	6	8	3	7	9	10	10	11	6	7	5	10	92
2014	Larceny	21	11	13	15	23	14	12	18	24	29	18	20	218
2015	Larceny	15	15	20	12	11	16	15	17	23	11	14	13	182
2014	MV Theft	1	2		1	2	1	1	1	1	2		1	13
2015	MV Theft	4			1	1	2	2	4	5		1	1	21
2014	Index Offenses	25	26	22	26	36	23	27	32	37	46	29	32	361
2015	Index Offenses	30	24	25	23	23	30	29	33	36	20	21	26	320
2014	Simple Assault	1		1	2		1	2	3	3	5	1	4	23
2015	Simple Assault	3	3	6	4	7	4	1		5	5	1	7	46
2014	Non-Index Offenses	1		1	2		1	2	3	3	5	1	4	23
2015	Non-Index Offenses	3	3	6	4	7	4	1		5	5	1	7	46
2014	Total Offenses	26	26	23	28	36	24	29	35	40	51	30	36	384
2015	Total Offenses	33	27	31	27	30	34	30	33	41	25	22	33	366

Community Programs

Programs Currently in Operation within the Waynesville Police Department

1. **Business Watch Program** - Officers went to businesses to obtain input, training, and ideas from the business owners instead of the police department telling the owners what we were going to do for them. The program started in the downtown area. In addition, we have obtained information and surveys from businesses in Hazelwood and Frog Level. We will eventually receive input from all businesses within the city limits.
 2. **Neighborhood / Community Watch**
 - Security Surveys
 - Implementation and management of Community Watch programs
 3. **Children's Safety**
 - **Amber Alert**
 - Practical Plan enacted through NC Legislature
 - Part of a nationwide system to locate missing children under 17 years of age who are believed to be abducted and in danger.
 - **Bicycle Safety Programs**
 - Hazelwood and Central Elementary Schools - 4th Grade Classes
 - WPD Sponsors Bicycle Rodeos during summer break.
 - Requests from clubs (Cub Scouts, church groups, neighborhoods, etc.)
 - **DARE**
 - 5th Grade Classes
 - 10 week curriculum building upon the relationships between students/police officers/parents/and teachers.
 - Curriculum covers:
 - Self-esteem, peer pressure issues, consequences of their actions, drug use, resisting violence, alcohol use, smoking, and resisting gang involvement.
 4. **Operation Child Find (ID) Program**
 - Day Care Facilities
 - ID Card made for each child, fingerprints and photos made.
 - In excess of 500 children per year processed through the program.
 5. **Civilian Police Academy**
 - 1 time yearly
 - 8 week program which each participant receives training in:
 - department overview
 - dispatch / communications
 - officer selection process
 - patrol operations
 - firearms
 - K-9 demonstration
 - self-defense
 - drugs / narcotics identification
 - DWI
-

- domestic violence
- criminal investigations
- crime scene processing
- Graduates contribute greatly to the community through the alumni group
 - Declare War on Litter Week
 - 55 Alive Program (Senior Driving Training)
 - traffic/crowd assistance during festivals and other events
- Alumni group looking to expand into providing neighborhood patrol and parking enforcement

6. **Bike Patrols**

- Increase visibility in business areas and neighborhoods
- One officer from each squad trained to ride bikes
- Bikes donated from area insurance companies

7. **Chaplain Program**

- Provides assistance to victims through ministry and/or shelter
- Participates with Patrol & SRT Team
- Provides ministry to members of WPD and hosts bible study.

8. **Distance Learning Program** at the police department. Officers attend classes at the department while working on their Associates Degree. Online courses are offered through WCU in order to obtain a Bachelor Degree in Criminal Justice.

- Haywood Community College
- Western Carolina University

9. **Shop with a Cop** – The Waynesville Police Department teamed with the Haywood County Sheriff's Office at Christmas this year. We were able to provide Christmas gifts and clothing for over 75 children throughout our community.

10. **Drug Awareness Educational Program** – Waynesville Police Department provides education and training to schools, churches and other organizations throughout Waynesville and surrounding communities.

11. **Community Forum Program**- The forum is composed of business owners, community leaders and concerned citizens throughout Waynesville.

- Neighborhood & business priorities and develop strategies
- Reach long term solutions and results

Civilian Police Academy

Few people would argue against the fact that law enforcement is one of the most fascinating careers one could choose to pursue. And you will never, ever, get the real, inside scoop of how a law enforcement agency works or why things happen the way they do on an evening newscast or on one of those prime time, "solve the crime in one-hour," television shows. But you can get a first hand, up close and personal look at how the Waynesville Police Department works, right from the men and women who are doing the job, at the Waynesville Police Department Civilian Police Academy. This free 8-week program is open to any citizen on a first come, first served basis. The instructors will include detectives, crime scene investigators, members of the SRT Team, Uniform Patrol Officers, K-9 Officers, Communications Officers, TAC Officers, and members of our District Attorney's Office. Participants are even able to take a trip to the agency's Firing Range. Upon graduation, members of the Civilian Police Alumni often return as volunteers to the department. These hard working, dedicated individuals donate hundreds of hours each year to our agency, assisting our Officers and employees in a number of different ways. These men and women save the taxpayers thousands of dollars each year. We sincerely thank them for their time and talents.



The schedule for the Civilian Police Academy is as follows:

Week 1

- Welcome / Objectives of the Academy Program
- Town Government's Relationship with the Police Department
- Overview of the Police Department

Week 2

- Officer Selection / Hiring Process
- Records Section
- Communications / Dispatch
- Uniform Patrol

Week 3

- Internal Investigations
- K-9 Unit
- Special Response Team (SRT)

Week 4

- DWI Detection and Enforcement
- Drug Abuse

Week 5

- TAC Unit
- School Resource Officer

Week 6

- Personal Safety
- Domestic Violence Investigation (CID and DA Investigators)

Week 7

- Criminal Investigations Division and Crime Scene Processing

Week 8

- Police Chiefs, Sheriff, and District Attorney
- GRADUATION



2015

Year At A Glance

Population	10,000
-------------------	---------------

Sworn:	Full-Time	34
	Part-Time	4

Non-Sworn:	Full-Time	8
	Part-Time	2

Calls for Service	24,030
--------------------------	---------------

Reported Vehicle Accidents

Non-Injury	444
-------------------	------------

Injury	233
---------------	------------

Fatal	0
--------------	----------

Total	673
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*** Part-Time Sworn includes (1) Full-Time Watershed Employee**

Waynesville Police Department Chaplain

Rev. Heath Davis volunteers his time and resources to serve as a Chaplain for the department. He has been involved in ministry for 21 years. Chaplain Davis serves as the Lead Pastor of Pinnacle Baptist Church. He enjoys mission work and spreading the word of Jesus and leading people in worship. Chaplain Davis has been very involved with the Waynesville Police Department and the community as follows:

- **Chaplain Davis and Pinnacle Baptist Church provided emergency housing for numerous individuals.**
- **Provided ministry to several families needing Police assistance.**
- **Funded the Bible Program, which presents new Police Officers with a Law Enforcement Bible upon receiving their Oath of Office.**
- **Provides ministry to members of Waynesville Police Department and hosts a weekly Bible Study.**
- **Participates in the Ride Along Program.**
- **Volunteered to respond and assist Criminal Investigations Division with unattended deaths.**
- **Actively participates in Patrol and SRT Team Training**



Police Officer's Prayer

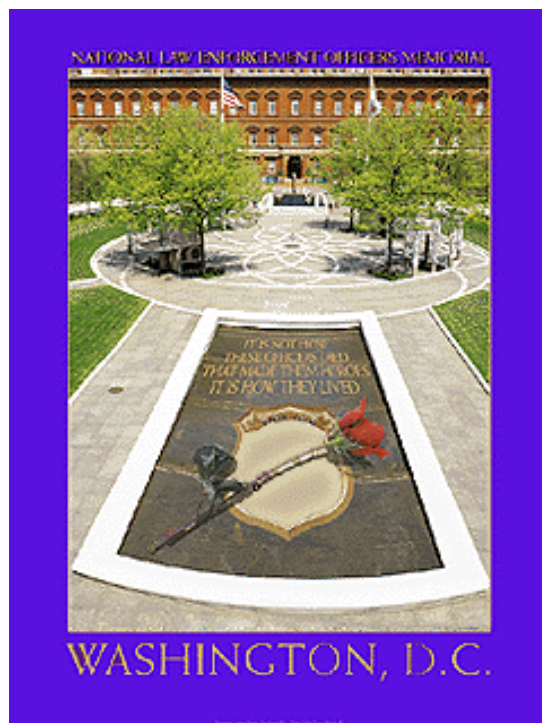
**As I go about my duty, God,
Every step along the way,
Help me make a difference
In this world each passing day.**

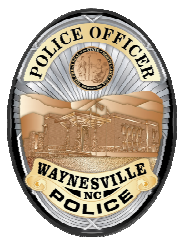
**Give me a heart to be concerned,
A mind that knows what is right.
Give me the eyes and ears to see and hear
The truth as in Your sight.**

**Give me protection from things unseen,
Strength to face each test,
Help me to stand for law and order,
To daily do my best.**

**Give me the courage to defend the weak,
Compassion for those oppressed.
Help me lift up the ones, who've stumbled.
Give a hand to those who are distressed.**

**Give me grace to face my final hour,
To give my life in service.
Let your strong hand and loving heart
Protect the ones that I hold dearest.**





Waynesville Police Department . 9 South Main Street . Waynesville, NC 28786

828-456-5363

Waynesvillepolice.gov

Facebook.com/Waynesville Police Department
